



**REGULATION OF YAYASAN PEMBINA LEMBAGA PENDIDIKAN PERGURUAN
TINGGI PERSATUAN GURU REPUBLIK INDONESIA SEMARANG
Number: 075/P.Y/U/Kpts/3.1/YPLP PT PGRI/V/2019**

CONCERNING

**THE STATUTES OF UNIVERSITAS PERSATUAN GURU REPUBLIK INDONESIA
SEMARANG**

**BY THE GRACE OF ALMIGHTY GOD
YAYASAN PEMBINA LEMBAGA PENDIDIKAN PERGURUAN TINGGI
PERSATUAN GURU REPUBLIK INDONESIA SEMARANG**

- Considering : a. that Universitas Persatuan Guru Republik Indonesia Semarang (UPGRIS) is a form of higher education institution with the function of developing capabilities and shaping the character and civilisation of a dignified nation in order to educate the nation, develop an innovative, responsive, creative, skilled, competitive and cooperative academic community through the implementation of the Catur Dharma, and develop science and technology with due regard for and application of humanistic values;
- b. that in the context of developing UPGRIS and adjusting to applicable laws and regulations, the 2014 Statutes of UPGRIS need to be replaced;
- c. that based on the considerations referred to in points a and b, it is necessary to issue a Regulation of Yayasan Pembina Lembaga Pendidikan Perguruan Tinggi Persatuan Guru Republik Indonesia Semarang regarding the Statutes of UPGRIS for the year 2019.

- Having Regard to : 1. Law Number 12 of 2012 concerning Higher Education;
2. Law Number 14 of 2005 concerning Teachers and Lecturers (State Gazette of the Republic of Indonesia of 2005 Number 157, Supplement to the State Gazette of the Republic of Indonesia Number 4586);
3. Law Number 20 of 2003 concerning the National Education System (State Gazette of the Republic of Indonesia of 2003 Number 78, Supplement to the State Gazette of the Republic of

- Indonesia Number 4301);
4. Government Regulation No. 4 of 2014 concerning the Implementation of Higher Education and Management of Higher Education Institutions;
 5. Minister of Research, Technology, and Higher Education Regulation No. 15 of 2015 concerning the Organisation and Work Procedures of the Ministry of Research, Technology and Higher Education;
 6. Regulation of the Minister of Research, Technology, and Higher Education Number 44 of 2015 concerning National Standards for Higher Education as amended by Regulation of the Minister of Research, Technology, and Higher Education Number 50 of 2018;
 7. Ministry of Research, Technology, and Higher Education Regulation No. 100 of 2016 concerning the Establishment, Change, and Dissolution of State Universities, and the Establishment, Change, and Revocation of Licences for Private Universities.
 8. Regulation of the Minister of Research, Technology, and Higher Education Number 19 of 2017 concerning the Appointment and Dismissal of Leaders of State Universities
 9. Ministry of Research, Technology, and Higher Education Regulation No. 50 of 2017 concerning the 2015-2019 Strategic Plan of the Ministry of Research, Technology, and Higher Education;
 10. Ministry of Research, Technology, and Higher Education Regulation No. 15 of 2018 concerning the Organisation and Work Procedures of Higher Education Service Institutions;
 11. Ministry of Research, Technology, and Higher Education Regulation No. 16 of 2018 concerning Guidelines for the Preparation of Statues for Private Higher Education Institutions;
 12. Decree of the Minister of Education and Culture of the Republic of Indonesia Number 143/P/2014 concerning the merger of IKIP PGRI Semarang and ATS, organised by YPLP PT PGRI Semarang in Semarang City, Central Java Province, to become UPGRIS, organised by YPLP PT PGRI Semarang in Semarang City, Central Java Province;
 13. The 2013 PGRI Articles of Association/Bylaws;
 14. Regulation of Organisasi Pengurus Besar Persatuan Guru Republik Indonesia Number 999/Org/PB/XXI/3013 concerning the Supervisory Board of Educational Institutions;
 15. The Articles of Association/Bylaws of YPLP PT PGRI Semarang for the year 2007.

DECIDES:

To enact : STATUTES OF UNIVERSITAS PERSATUAN GURU
REPUBLIK INDONESIA SEMARANG

CHAPTER I GENERAL PROVISIONS

Article 1

In these statutes, the following terms shall have the following meanings:

- 1 UNIVERSITAS PERSATUAN GURU REPUBLIK INDONESIA SEMARANG abbreviated as UPGRIS, is an educational institution that provides higher education, including academic, professional, and vocational education, hereinafter referred to as the University.
- 2 The University Statutes are the basis for conducting activities used as a reference for planning, developing programmes, and conducting functional activities in accordance with the objectives of the University. They contain guidelines used as a reference for the development of general regulations, academic regulations, and operational procedures.
- 3 Higher education is a level of education after secondary education that includes diploma, bachelor's, master's, and doctoral programmes organised by higher education institutions.
- 4 Academic education is higher education at the undergraduate and postgraduate levels aimed at mastering and developing branches of science and technology.
- 5 Professional education is higher education after undergraduate programmes that prepares students for jobs that require specific skills.
- 6 Vocational education is higher education diploma programmes that prepare students for jobs with specific applied skills up to applied bachelor's degree programmes.
- 7 The academic community is an academic society consisting of lecturers and students at the University.
- 8 Students are registered learners studying at the University.
- 9 Educational staff are University employees who are dedicated and appointed or employed based on applicable regulations and requirements to support the running of the University, with qualifications as lecturers, researchers, counsellors, developers in the field of education, librarians, computer administrators, archivists, public relations administrators, laboratory administrators, learning resource technicians, other functional staff, and administrative staff.
- 10 Lecturers are professional educators and scientists at the University whose main duties are to transform, develop, and disseminate knowledge, technology, and the arts through education, research, and community service.
- 11 The Rector is the Rector of the University.
- 12 The University Senate is the University body that performs academic deliberation

and oversight functions.

- 13 The Faculty Senate is part of the University organ in the faculty that performs academic deliberation and oversight functions for the faculty.
- 14 The Advisory Board is a University body that performs non-academic advisory functions.
- 15 The Supervisory Board is a university body that performs non-academic supervisory functions.
- 16 The Minister is the Minister who administers government affairs in the field of higher education.
- 17 The Indonesian Teachers' Association of Central Java Province is the owner of the University, hereinafter referred to as PGRI.
- 18 The Chairperson of PGRI is the Chairperson of the Foundation (Yayasan).
- 19 The Foundation is Yayasan Pembina Lembaga Pendidikan Perguruan Tinggi Persatuan Guru Republik Indonesia (YPLP PT PGRI) Semarang, located in Semarang, established by Notarial Deed Hadi Wibisono Number 52 dated 23 July 1981, effective from 2 May 1980, hereinafter referred to as the Foundation.
- 20 The University's governing body is the Foundation.
- 21 The Three Components are a forum consisting of the Foundation's Supervisor, the Chairperson of the Foundation, and the Rector, who are authorised to make decisions on matters that cannot be decided by the University and/or the Foundation.
- 22 The Quality Assurance System is a systematic activity to improve the quality of higher education in a planned and sustainable manner.
- 23 The Catur Dharma of Higher Education are the University's obligations to provide education, conduct research, serve the community, and set an example.
- 24 The Strategic Plan is a long-term, medium-term and short-term development plan for the University.

CHAPTER II VISION, MISSION, OBJECTIVES, AND MAIN TASKS

Article 2

The Vision of the University is to become an Excellence with Integrity University.

Article 3

The Mission of the University is:

To implement Catur Dharma (education, research, community service, and role modelling) to cultivate knowledgeable individuals and outstanding leaders with national character for the betterment of life and society.

Article 4

The objectives of the University are:

1. To develop outstanding and character-driven intellectuals for the benefit of life and society.
2. To develop outstanding leaders with national character.
3. To develop and disseminate knowledge, technology, culture, and the arts with a global perspective, national commitment, and local wisdom.
4. To build a dignified life.

Article 5

The main duties and functions of the University are:

1. The main tasks include:
 - a. Conducting academic, professional, and vocational education in a number of scientific and technological disciplines based on scientific responsibility and a spirit of service.
 - b. Conducting research and development.
 - c. Engaging in community service.
 - d. Conducting character education.
 - e. Consistently actualising the identity of PGRI.
2. Functions of the University:
 - a. Developing capabilities and shaping the character and civilisation of the nation in order to enlighten the life of the nation.
 - b. Developing an innovative, responsive, creative, skilled, competitive, and cooperative academic community through the implementation of the Fourfold Dharma.
 - c. Developing science and technology while considering and applying humanistic values.
 - d. Nurturing and developing the potential of administrative staff and other educational personnel who are innovative, creative, dynamic, loyal, and dedicated.
 - e. Building and developing a good culture and governance.
 - f. Conducting cooperation with other universities or institutions based on the principle of partnership;

CHAPTER III DEVELOPMENT PLAN

Article 6

- (1) To achieve the vision, mission, and objectives as referred to in Articles 2, 3, and 4, UPGRIS shall formulate long-term, medium-term, and short-term development plans.
- (2) The University's Long-Term Development Plan (RPJPU) or Master Development Plan (RIP) contains development plans and programmes for 20 (twenty) years.

- (3) The University's Medium-Term Development Plan (RPJMU) or Strategic Plan (Renstra) is a breakdown of the RPJPU, containing development plans and programmes for a period of 4 (four) years.
- (4) The Short-Term Development Plan or Operational Plan (Renop) of the University is a breakdown of the RPJMU, which includes programmes and activities for 1 (one) year.
- (5) The RPJPU, RPJMU, and Renop referred to in paragraphs (2), (3), and (4) are prepared by the Rector and approved by the Foundation.

CHAPTR IV IDENTITY

Section One Name and Anniversary

Article 7

- (1) The university, located in Semarang, was established by the Foundation as a subsidiary of PGRI Provinsi Jawa Tengah.
- (2) The university was established by Decree of the Minister of Education and Culture of the Republic of Indonesia No. 143/P/2014.
- (3) The university is the result of the merger between IKIP PGRI Semarang and the Semarang Academy of Technology (ATS).
- (4) The university celebrates its founding anniversary or Dies Natalis on 23 July.

Section Two Commitments and Foundations

Article 8

The University preserves and develops the values and identity of PGRI, local and national wisdom with a global perspective.

Article 9

The University is based on Pancasila and the 1945 Constitution of the Republic of Indonesia.

Section Three Attributes

Article 10

- (1) The attributes of the university consist of the Emblem, Flag, Anthem and University March.
- (2) The University Emblem is an image with the following colours and shape:



- a. Image
The university emblem consists of a four-sided shield with a blue background, containing a five-winged golden yellow torch, red flames, and the words "UNIVERSITAS PERSATUAN GURU REPUBLIK INDONESIA SEMARANG" in golden yellow.
- b. Colours
 - 1) The blue colour symbolises the University's vision, as vast and high as the azure sky, in developing knowledge and always being able to adapt to change.
 - 2) The golden yellow colour symbolises the hope for the nation's prosperity through education that produces young generations capable of competing in the era of globalisation.
 - 3) The red colour symbolises the spirit and courage in fulfilling the duty of educating the younger generation as the nation's future leaders.
- c. Shape
 - 1) The shield symbolises the University's defence and resilience in always maintaining its name as one of the universities capable of producing a young generation that is professional, superior, and has a strong identity in accordance with the University's objectives.
 - 2) The four sides of the shield symbolise the University's service through Catur Dharma, namely Tri Dharma Perguruan Tinggi (Three Pillars of Higher Education) and dharma peneladanan (role modelling dharma).
 - 3) The torch symbolises the function of the university as an institution of higher education with the sacred and noble duty of educating the

nation and advancing science and technology while paying attention to and applying humanistic values and the cultivation and empowerment of the nation.

- 4) The flame with five rays symbolises the meaning of the Pancasila ideology and its technical meaning, namely the goals of character, creativity, taste, will, and work of the younger generation.
- 5) The left and right wings, each consisting of five feathers, signify the development of the university into a renowned institution at the regional, national, and international levels with two mandates: educational and non-educational.
- 6) The inscription "UNIVERSITAS PERSATUAN GURU REPUBLIK INDONESIA SEMARANG" symbolises the university as an educational institution under the Ministry of Research and Higher Education, operating under the YPLP PT PGRI Semarang, located in Semarang.

- (3) Further provisions regarding the size and use of the emblem are regulated by the Rector's Regulation after obtaining approval from the University Senate.

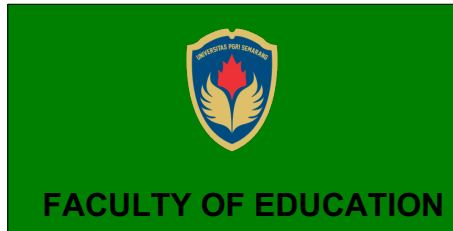
Article 11

- (1) The university has a rectangular flag measuring 2:3 in length to width, coloured white, with the university emblem in the centre.
- (2) The university flag referred to in paragraph (1) is as follows:

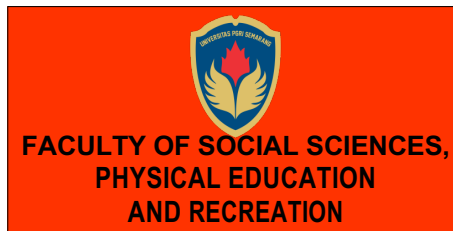


- (1) Each faculty/postgraduate programme at the university has a flag with a base colour corresponding to the faculty emblem, featuring the university emblem with the name of the respective faculty.

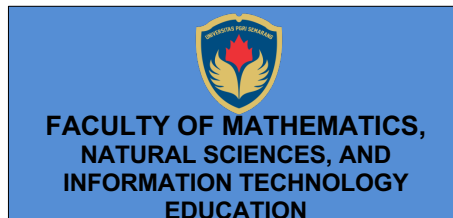
- (2) The colours of the faculty and postgraduate programme flags are as follows:
- a. The Faculty of Education is green with the colour code C: 100, M: 0, Y: 100, K: 0.



- b. The Faculty of Social Sciences, Physical Education and Recreation is red with colour codes C:0, M:100, Y:100, K:0.



- c. The Faculty of Mathematics, Natural Sciences and Information Technology is blue with the colour code C:70, M:8, Y:0, K:0.



- d. The Faculty of Language and Arts Education is purple with the colour code C:68, M:88, Y:0, K:0.



- e. The Faculty of Engineering is grey with the colour code C:42, M:33, Y:31, K:0.



- f. The Faculty of Law is red with colour codes C:0, M:95, Y:100, K:0.



- g. The Faculty of Economics and Business is yellow with colour codes C:0, M:0, Y:100, K:0.



- h. The Postgraduate Programme is coloured golden yellow with the colour code C: 12, M: 36, Y: 70, K: 0.



- (3) Further provisions regarding the size and use of the flag are regulated by the Rector's Regulation after obtaining approval from the University Senate.

Article 12

- (1) The University has an Anthem and a March.
- (2) The University Anthem is as follows:

HYMNE UNIVERSITAS PGRI SEMARANG

Do = G. 4/4
Maestowso con Levore

Lagu / Syair / Arr. :
L. Hyacinthus N.

3 6 7	1 1 1	6 7 1	2 2 2	2 1 2	3 . . 3 2 1	7 . .
3 6 7	1 6 6	3 6	5 4	4 . 6	1 . . 6	♯ . .
3 3 3	6 . 3 3	3 . 3	4 . 4	4 . 4	5 . . 6 2	3 . .
Seiring	cita ku	yang	lukandung	su-	ci (mulia)	mu-nya
Sa-yap	dan bulu	lambang	cita-'ku	dan	ni - (at)	at ku

3 6 7	1 1 1	6 7 1	2 2 2	2 1 2	7 . . 7 1 7	6 . .
3 6 7	1 6 6	3 6	5 4	4 . 4	5 . 7 ♯	6 . .
3 3 3	6 . 3 3	3 . 3	4 . 4	4 . 4	2 . 3 3	6 . .
De-ngan	sa - dar	me-lak-	sa-na-kan	dhar-	ma (bakti)	baktinya
Su-luh	dan buku	pra-	lam-bang	te-kad	ku (nante)	nan teguh

6 . 6	6 . 6 6	3 1 6	7 . .	6 7 1	2 2 2	2 4 3 2	3 . .
6 . 6	1 . 1 1	1	5 . .	5 5 5	4 4 4	6 4 7 1	7 . .
6 . 6	3 . 3 3	3	2 . .	2 2 2	2 5 4	4 4 5 6	6 . .
Hendak	mengangkat	bang	sa	serta	bumi	persa-da	Indone sia
Panca	sila yang	sak-	ti	kokoh	ku-at	perkasa	mulya setya

6 . 6	6 . 6 6	5 4 3	2 . .	2 3 4	5 . 2 6 1	7 . . 0
6 . 6	1 . 1 1	1 1 1	7 . .	7 6 5	1 7 6 4 4 4	5 5 6 0
6 . 6	4 . 4 4	4 4 4	5 . .	5 4 5	3 2 2 2 2 2	2 3 3 0
Kur-	ban dan	perjuangan	tak - ku	e lak	kan	
Ku	berbak-	ti pa-da	mu sam - pai	a - jai	ku	
Kur-	ban dan	perjuangan	tak - ku	e lakkan	taikanku	e lakkan
Ku	berbak - ti	pa-da	mu sam-pai	a jalku	sampai	a jalku

1 . 6 6	1 2 3	0	3 . 3 4 3 2	3 2 1 0
0 0 0 0	1 7 6 5 1 6 0		5 . 5 5 5	5 . 5 . 0
	IKIP PGRI		Nya la kan lah	ba- ra
3 . 6 1	6 4 3	0	1 . 1 2 2	5 3 . 0
Universitas	P G R I		Nya la kan lah	ba- ra

3 . 3 3	6 . 6 0	4 . 3 2 3 2	5 . . 0	3 . 1 6
1 . 1 1	6 . 6 0	1 . 1 7 6	7 . . 0	0 0 3
6 . 6 6	3 . 3 3 0	4 . 6 5 4	3 . . 0	3 . 6 1
Pen- cip ta	pah lawan	Pem- bi na	bang - sa	Al ma me-

1 2 3	0	4 . 4 4 4	3 . . 0	4 . 6 6	7 . 7 3 . 0
1 . 6 1 2 3		1 . 6 2 5	5 . . 0	6 . 1 1	5 . 5 7 . 0
6 4 3	0	6 . 4 5 5	1 . . 0	1 . 4 3	2 . 2 5 . 0
ter ku		Su ar batin	ku	Su luh i	langkahku

4 4 3	1 7	6 . 0
6 7 1	5 ♯	6 . 0
4 5 1	3 3	6 . 0

(3) The University March is as follows:

MARS UNIVERSITAS PGRI SEMARANG

Do = F. 4/4
Tempo Dimarcia

Lagu / Syair / Arr. :
L. Hyacintus N.

0 5 5 5	3 3 3	3 4 2	1 1 1	1 7 1	4 3 4	4 6	5
0 5 5 5	1 1 1	1 7 7	1 1 5	5 5 5	6 1 6	4 6	7
0 5 5 5	5 5 5	5 5 4	3 3 3	3 2 3	2 2 2	2 2	2

A yun kan lang kah mu ca pa lah ci ta mu di ba wah pa nji P G R I

0 5 5 4 3	2 2 2	5 5 3 2	3 1 1	1 7 1	2 1 2	2	2
0 7 7 7 1	2 1 7	5 5 6 7	1 1 5	5 5 5	4 6 5	6	7
0 2 5 4 3	4 4 4	4 3 3 4	5 5 3	3 4 3	2 3 4	4	5

Ko - bar kahn lah se la lu s' mang at per ju an gan re ta skan se mu a rin tang an

0 5 5 4 3	2 2 2	5 5 3 2	3 1 1	1 7 1	2 1 2	1	7
0 7 7 7 1	2 1 7	5 5 6 7	1 1 5	5 5 5	4 4 6	6	5
0 2 5 4 3	4 4 4	4 3 3 4	5 5 3	3 4 3	2 2 4	3	2

Ko - bar kahn lah se la lu s' mang at peng ab di an tuk ban sa dan ta nah a - ir

0 5 5 5	3 3 3	3 4 2	1 1 1	1 2 3	4 5 6	4	5
0 5 5 5	1 1 1	1 7 7	1 1 5	5 5 5	7 7 1	4	2
0 5 5 5	5 5 5	5 5 4	3 3 3	3 4 3	5 5 6	6	7 7 6 5

Jad ilah sar ja na jad ilah pen di - dik ju ta an rak yat men an ti sa pa an

0 5 5 4 3	2 2 2	5 5 3 2	3 1 1	1 2 1	2 3 4	3	2
0 2 2 2 1	7 7 7	5 5 6 7	1 1 1	1 7 5	6 1 6	6	7
4 0 0	0	0 5 5 5 4	3 3 3	3 4 5	4 3 6	6	5 5

mu Ulur kahn lah tan gan mu sla mat kahn lah ban sa mu ber pe do - man Pan ca - si - la

0 0 5 5 4 3	2 2 2	5 5 3 2	3 1 1	1 2 1	4 3 2	1	1
0 0 7 7 7 1	2 1 7	5 5 6 7	1 1 5	5 7 1	2 1 7	1	1
UNIVERSITAS P	G R I	0 0 5 5 5 4	3 3 3	3 2 3	4 5 5	4	1

kinteguh tempatengkau ditempa Alma matermu ter-cint

1 0 1 2	3 3 3	4 4 3 2	3 1 1	1 3	5 5	5 5	4 4
1 0 1 7	1 1 3	4 4 3 2	1 5	5 5	1 1	3 3	2 2
3 0 3 4	5 5 5	2 2 4 4	3 3 3	3 3	5 5	1 1	7 7

ta Ku kenang selak sa ja sa mu pa da ku kuber - jan - jan ji wu jud kahn kar

3 3	2 0 1 2	3 3 3	4 4 5 6	5 4 5 5	5 5 5 5
6 6	7 0 1 7	1 1 5 6	7 1 2 3	2 4 4 3	1 1 1 1
6 5	4 0 3 4	5 5 5 3	2 2 5 6	7 7 5 5	5 3 5 4

yanya ta Ku do - a - kan pa da Tu han yg ku a sa I KIP P G R I

5 5 5	1 0
2 2 2	3 0
4 5 6	5 0

te ta p ja ya

- (4) Further provisions regarding the procedures for using hymns and marches are regulated by the Rector's Regulation.

Article 13

- (1) The University has academic attire and alumni attire.
- (2) The academic attire referred to in paragraph (1) consists of official attire, professor attire, and graduate attire.
- (3) Official attire consists of a gown and its accessories.
- (4) The academic gown is a robe worn by members of the University Senate.
- (5) The academic gown is used in academic ceremonies such as the University's anniversary, graduation, professor inauguration, and doctoral/honorary doctoral conferment.
- (6) Academic attire and alumni attire as referred to in paragraph (1) are regulated by the Rector's regulations.

CHAPTER V ORGANISING BODY

Article 14

- (1) The Foundation is the founder, organiser, supervisor and developer of the University.
- (2) The Foundation has the authority to determine the Vision, Mission, Objectives, Master Plan, Statutes, and Strategic Plan of the University.
- (3) Foundation administrators are not permitted to hold any structural position within the University.
- (4) In order to implement the position (status) of the Foundation as referred to in paragraph (1), a Three-Component Forum is established, which is authorised to determine certain policies and resolve certain issues that are not within the authority of the Foundation's Advisor/Chairperson of the Board of Trustees/Rector independently.
- (5) The Three-Component Forum consists of three elements, namely: the Foundation Advisor, the Chair of the Foundation Management Board, and the Rector. Depending on the urgency of the issue, the Chair of the Foundation Management Board may invite the Supervisor to participate in the discussion meeting. The decision-making stage is carried out in accordance with the provisions of Article 14 paragraph (4). There are four types of Three-Component Forum meetings:
 - a. In the event that the issue is of a general nature, the Three-Component Forum meeting is attended by the Founder, the Chairperson of the Foundation Board, and the Rector.
 - b. In matters relating to the position and role of the Foundation's Advisor, the Three Component Forum meeting is attended by the Advisor, the Chair of the Foundation's Management Board and the Rector.

- c. In matters relating to the position and role of the Chair of the Foundation Management, the Three Component Forum meeting is attended by the Founder, the Supervisor and the Rector.
 - d. In matters relating to the position and role of the Rector, the Three Component Forum meeting shall be attended by the Founder, the Chair of the Foundation Management Board, and the Supervisor.
 - e. If, for permanent reasons, the Chair of the Foundation Management or the Rector is unable to attend, their presence at the meeting shall be represented by an official of the same rank below them. If the Founder is permanently unable to attend, the remaining elements of the Foundation shall agree to appoint one of the elements or another alternative to attend the meeting in question.
- (6) The form of guidance and development referred to in paragraph (1) are:
- a. Establishing Providing guidelines the principles in the implementation of education at the University.
 - b. Undertaking commercial activities that enable the University to remain in a healthy financial condition.
 - c. Acting as a liaison between the University and the community to foster good cooperation.
 - d. Assessing the performance of the university leadership's duties and responsibilities.
 - e. Assessing the effectiveness and productivity of the University's functions.

CHAPTER VI HIGHER EDUCATION INSTITUTION

Section One General

Article 15

The University Body consists of:

- a. The Rector.
- b. The Senate.
- c. The Advisory Board.
- d. The Supervisory Board.

Section Two Rector

Article 16

The Rector, as the body of the University as referred to in Article 15 letter a, consists of:

- a. University Leadership: Rector and Vice-Rector.
- b. Faculties/Postgraduate Programmes.
- c. Institutions.
- d. Bodies.
- e. Bureaus.
- f. Technical Implementation Unit.

Article 17

- (1) The Rector has the function of managing the University.
- (2) To carry out the functions referred to in paragraph (1), the Rector has the following duties and authorities:
 - a. formulating and/or establishing academic policies;
 - b. drafting academic norms to be proposed to the Senate;
 - c. drafting a code of ethics for the academic community to be proposed to the Senate;
 - d. developing and/or amending the University's 20-year long-term development plan;
 - e. drafting and/or amending the University's four-year strategic plan;
 - f. developing and/or revising the University's annual work plan and budget (operational plan);
 - g. managing education, research, and community service in accordance with the University's annual work plan and budget;
 - h. appointing and/or dismissing Vice Rectors and heads of units under the Rector based on the provisions of laws and regulations and the provisions of the Foundation's regulations;
 - i. imposing sanctions on academic staff who violate norms, ethics and/or academic regulations based on the recommendations of the Senate;
 - j. imposing sanctions on lecturers and educational staff who commit violations in accordance with the provisions of laws and regulations and the provisions of the Foundation's regulations;
 - k. fostering and developing educators and educational personnel;
 - l. admitting, nurturing, developing and dismissing students;

- m. managing the University's budget in accordance with the provisions of laws and regulations and the provisions of the Foundation's regulations;
- n. implementing a reliable information and communication technology-based management information system that supports the management of the Catur Dharma of Higher Education, accounting and finance, personnel, student affairs, and alumni affairs;
- o. preparing and submitting accountability reports on the University's operations to the Foundation;
- p. proposing the appointment of professors to the Minister, through the Higher Education Service Institution (LLDIKT) Region VI;
- q. fostering and developing the University's relationships with alumni, the government, local governments, users of the results of the Catur Dharma of Higher Education activities, and the community;
- r. maintaining campus security and order as well as a comfortable working environment to ensure the smooth running of the Catur Dharma of Higher Education; and
- s. carrying out other duties to ensure the sustainable development of the University in accordance with laws and regulations and the Foundation's regulations.

Article 18

The Rector is responsible for managing the University on behalf of the Foundation

Article 19

- (1) The organisational structure, duties and functions of the Rector's organs as referred to in Articles 16 and 17 shall be governed by the provisions set out in Regulation of the Minister of Research, Technology and Higher Education Number 19 of 2017 concerning the Appointment and Dismissal of Leaders of State Universities and the provisions of the Foundation's regulations.
- (2) The university may propose changes to the educational management organisational units within the rector's office as referred to in paragraph (1) in accordance with the needs of the Foundation.
- (3) Changes to the management organisational units as referred to in paragraph (2) shall be determined by the Foundation.

Section Three University Senate

Article 20

- (1) The University Senate is an organ that performs academic deliberation and oversight functions.
- (2) In performing the functions referred to in paragraph (1), the University Senate has the following duties:
 - a. providing deliberation on academic norms proposed by the Rector and supervising their implementation;
 - b. providing deliberation on the code of ethics for the academic community proposed by the Rector and supervising its implementation;
 - c. overseeing the Rector's academic policies and their implementation;
 - d. overseeing policies and the implementation of higher education quality assurance in accordance with National Education Standards;
 - e. overseeing the implementation of curriculum policies;
 - f. monitoring and evaluating the achievements of the learning process, research and community service with reference to the benchmarks set out in the strategic plan and recommending improvements to the Rector;
 - g. overseeing the implementation of academic freedom, academic freedom of speech and scientific autonomy.
- (3) In carrying out the functions referred to in paragraph (1), the University Senate has the following authorities:
 - a. approving the awarding or revocation of academic degrees and honours;
 - b. approving the Rector's proposals for the appointment of academic lecturers to the positions of Senior Lecturer and Professor;
 - c. providing input to the Foundation in the appointment of the Rector;
 - d. approving academic regulations proposed by the Rector regarding the following matters:
 1. the curriculum of study programmes;
 2. academic requirements for awarding academic degrees; and
 3. academic requirements for the awarding of academic honours.
 - e. providing consideration to the Rector in the appointment of Vice Rectors; and
 - f. recommend sanctions for violations of norms, ethics, and academic regulations by lecturers in the positions of Senior Lecturer and Professor to the Rector.
- (4) In carrying out the duties and authorities referred to in paragraphs (2) and (3), the University Senate may hold meetings.
- (5) The conduct of meetings as referred to in paragraph (4) is regulated by the University Senate regulations.

Article 21

- (1) Members of the University Senate consist of
 - a. Active full professors;
 - b. University leadership;
 - c. Deans and Directors of Postgraduate Programmes;
 - d. Heads of Institutions;
 - e. Two representatives of permanent lecturers who are not professors from each Faculty.
- (2) Members of the University Senate who are permanent lecturers who are not professors from each Faculty as referred to in paragraph (1) letter e are elected by Faculty Lecturers based on the majority vote and proposed to the Rector by the Dean to be appointed as members of the University Senate with the following requirements:
 - a. believe in and be devoted to God Almighty;
 - b. be no older than 61 (sixty-one) years of age at the time of nomination to the official authorised to appoint;
 - c. hold a minimum of a master's degree;
 - d. fulfils the workload requirements for lecturers in accordance with applicable regulations;
 - e. Hold an academic position of at least Lecturer;
 - f. willing to be nominated as a member of the Senate, as stated in writing.
- (3) The University Senate consists of:
 - a. Chairperson who is also a member;
 - b. Secretary who is also a member; and
 - c. Members.
- (4) The Chair of the University Senate as referred to in paragraph (3) letter a shall be held by a member of the University Senate who is not part of the University leadership.
- (5) Under certain circumstances, the Three Components may make decisions regarding the leadership of the University Senate and the academic policies of the University Senate for the benefit of the University.
- (6) The University Senate may establish Commissions/Working Bodies in carrying out its duties.
- (7) The Commission/Working Body referred to in paragraph (6) shall be formed as needed and appointed by the Chair of the University Senate.

Faculty Senate

Article 22

- (1) The Faculty Senate is an organ that performs academic deliberation and oversight functions at the Faculty level.
- (2) In performing the functions referred to in paragraph (1), the Faculty Senate has the following duties:

- a. supervising the Dean's academic policies and their implementation;
 - b. overseeing the Faculty's quality assurance policies and their implementation;
 - c. overseeing the implementation of curriculum policies at the Faculty level;
 - d. supervising and evaluating the achievements of the learning process, research and community service with reference to the benchmarks set out in the strategic plan and recommending improvements to the Dean;
 - e. overseeing the implementation of academic freedom, academic freedom of speech and scientific autonomy at the Faculty level.
- (3) In carrying out the functions referred to in paragraph (1), the Faculty Senate has the following authorities:
- a. to approve the Dean's appointment of academic functional positions for lecturers to Assistant Experts and Lecturers;
 - b. providing input to the Rector in the selection of the Dean;
 - c. providing input to the Dean in the selection of the Vice Dean; and
 - d. recommending sanctions for violations of academic norms, ethics, and regulations by lecturers in the positions of Assistant Experts and Lecturers to the Dean.
- (4) In carrying out the duties and authorities referred to in paragraphs (2) and (3), the Faculty Senate may hold meetings.
- (5) The conduct of meetings as referred to in paragraph (4) is regulated by the Faculty Senate regulations.

Article 23

- (1) Members of the Faculty Senate consists of
- a. Full professors remain active in the Faculty;
 - b. Dean and Deputy Dean;
 - c. Head of the Study Programme and Secretary of the Study Programme;
 - d. One representative of permanent lecturers who are not professors from each Programme.
- (2) Members of the Faculty Senate who are permanent lecturers who are not professors from each Study Programme as referred to in paragraph (1) letter d are elected by the Study Programme Lecturers based on the majority vote and proposed to the Dean by the Head of the Study Programme, then the Dean proposed to the Rector for appointment as members of the Faculty Senate with the following requirements:
- a. believing in and fearing God Almighty;
 - b. being no older than 61 (sixty-one) years of age at the time of nomination to the authority responsible for appointment;
 - c. holding a minimum of a Master's degree;
 - d. fulfilling the workload of lecturers in accordance with applicable regulations;
 - e. hold an academic position of at least Assistant Lecturer;
 - f. be willing to be nominated as a member of the Faculty Senate, as stated in writing.

- (3) The Faculty Senate consists of
 - a. Chairperson who is also a member;
 - b. Secretary who is also a member;
 - c. Members.
- (4) The Chairperson of the Faculty Senate as referred to in paragraph (3) letter a shall be held by a member of the Faculty Senate who is not part of the Faculty leadership.
- (5) In certain circumstances, the Rector may make decisions regarding the leadership of the Faculty Senate and the academic policies of the Faculty Senate for the benefit of the Faculty.
- (6) The Faculty Senate may establish Commissions/Working Bodies in the performance of its duties.
- (7) The Commission/Working Body referred to in paragraph (6) shall be formed as needed and appointed by the Chair of the Faculty Senate.

Section Four Advisory Council

Article 24

- (1) Duties of the Advisory Council:
 - a. to review the Rector's policies in non-academic areas;
 - b. formulating recommendations/opinions on the Rector's policies in non-academic areas;
 - c. providing advice to the Rector in managing the University.
- (2) The Advisory Board shall consist of a minimum of 3 (three) members and a maximum of 5 (five) members, who may be drawn from PGRI figures, community leaders, experts, and/or University retirees.
- (3) The Advisory Board consists of:
 - a. Chairperson who is also a member;
 - b. Secretary who is also a member; and
 - c. Members.

Section Five Supervisory Board

Article 25

- (1) The Supervisory Board is a university body that performs supervisory functions in non-academic areas on behalf of the Rector.
- (2) In performing the functions referred to in paragraph (1), the Supervisory Board has the following duties and responsibilities:
 - a) establishing internal oversight policies in non-academic areas;
 - b) conducting internal supervision of the management of non-academic education;
 - c) drawing conclusions based on the results of internal supervision;
 - d) reporting the results of internal supervision to the Rector; and
 - e) submitting suggestions and/or considerations regarding improvements to the management of non-academic activities to the Rector based on the results of internal supervision.
- (3) The Supervisory Board consists of 5 (five) members, who may be drawn from PGRI figures, community leaders, experts, and/or retired university staff.
- (4) The Supervisory Board consists of:
 - a. Chairperson;
 - b. Secretary; and
 - c. Members.

CHAPTER VII
**PROCEDURES FOR THE APPOINTMENT OF LEADERSHIP, UNIVERSITY SENATE,
ACADEMIC EXECUTIVES, ADMINISTRATIVE EXECUTIVES, INSTITUTIONS, BODIES,
TECHNICAL EXECUTIVE UNITS, ADVISORY COUNCIL, AND SUPERVISORY BOARD**

Section One
General

Article 26

- (1) Lecturers within the University may be assigned additional duties by being appointed as leaders of the University, Faculty, Postgraduate Programme, Institution, Agency, or Technical Implementation Unit.
- (2) The appointment of the leadership of the University, Faculty, Postgraduate Programme, Institution, Agency, or Technical Implementation Unit shall be carried out in the event of:
 - a. a transfer;
 - b. organisational changes.
- (3) The transfer referred to in paragraph (2) letter a. is caused by:
 - a. resignation from the Foundation/Civil Servant of the University at their own request;
 - b. retirement;
 - c. the end of the term of office;
 - d. appointment to another position;
 - e. dismissal from the Foundation/Civil Servant position at the University before the end of the term of office for various reasons;
 - f. death.
- (4) Organisational changes as referred to in paragraph (2) letter b include:
 - a. addition/reduction of work units;
 - b. changes in the form of higher education institutions.
- (5) To be appointed as the head of a University, Faculty, Institution, Agency, Technical Implementation Unit, or Chair of the University Senate, a permanent lecturer must meet the specified requirements.
- (6) The requirements referred to in paragraph (5) include:
 - a. belief in and devotion to God Almighty;
 - b. being no older than 61 (sixty-one) years of age at the time of nomination to the official authorised to make the appointment;
 - c. loyal and obedient to Pancasila, the Unitary State of the Republic of Indonesia, and the 1945 Constitution;

- d. must be a member of PGRI, and comply with the PGRI Articles of Association and Bylaws;
- e. comply with the Foundation's Articles of Association and Bylaws, Statutes and Regulations;
- f. hold a minimum of a master's degree;
- g. be willing to be nominated as a leader of the University, Faculty, Institution, Agency, or Technical Implementation Unit (UPT) as stated in writing;
- h. for the Rector, hold at least the academic functional position of Senior Lecturer;
- i. For Vice Rectors, Deans, Vice Deans, Heads of Institutions, Heads of Agencies or Heads of Technical Implementation Units, hold at least the academic functional position of Lecturer;
- j. for Department/Study Programme Chairpersons/Secretaries, hold at least the academic functional position of Assistant Lecturer;
- k. for the Chair of the University Senate, hold at least the academic functional position of Senior Lecturer;
- l. for Faculty Senate Chairpersons, hold at least the academic functional position of Lecturer;
- m. For the Director of the Postgraduate Programme, the minimum academic functional position held must be Senior Lecturer with a Doctorate (S3) qualification.

Article 27

- (1) Lecturers and educational staff within the University may be appointed as heads of administrative units.
- (2) The appointment of bureau/division/subdivision heads shall be carried out in the event of:
 - a. a transfer;
 - b. organisational changes.
- (3) The transfer referred to in paragraph (2) letter a is caused by:
 - a. resignation from the Foundation/Civil Servant of the University at their own request;
 - b. retirement;
 - c. the end of the term of office;
 - d. appointment to another position;
 - e. dismissal from the Foundation/Civil Servant position at the University before the end of the term of office for various reasons;
 - f. death.
- (4) Organisational changes as referred to in paragraph (2) letter b include:
 - a. addition/reduction of work units;
 - b. changes in the form of the higher education institution.

- (5) To be appointed as the head of a bureau/division/subdivision or the head of a technical implementation unit, a lecturer/educational staff member must meet the requirements in accordance with the Rector's Regulations.

Section Two Rector

Article 28

- (1) The Rector is a permanent lecturer of the Foundation/Civil Servant of the University who is assigned additional duties as the head of the University.
- (2) The term of office of the Rector as referred to in paragraph (1) is 4 (four) years and may be reappointed for 1 (one) additional term.

Article 29

The appointment of the Rector is carried out through the following stages:

- a. screening stage;
- b. consideration stage; and
- c. the determination and appointment stage.

Article 30

- (1) The screening of prospective Rector candidates is conducted by the Rector Selection Committee.
- (2) The Rector Selection Committee submits the results of the screening of prospective Rector candidates to the Foundation.
- (3) Further provisions regarding the technical requirements and procedures for the selection of prospective Rector candidates as referred to in paragraphs (1) and (2) are regulated by Foundation Regulations.

Article 31

- (1) The Foundation shall select a maximum of three (3) candidates for Rector after conducting a selection process and consulting with the Foundation's Board of Trustees.
- (2) The Foundation submits the names of the Rector candidates to the University Senate for consideration.
- (3) The consideration of the Rector candidates is conducted through a special University Senate meeting held for this purpose, no later than 6 (six) working days before the end of their term of office.
- (4) Consideration is given through:
 - a. Voting for one of the candidates;
 - b. A closed qualitative assessment of all candidates.

- (5) Voting is conducted by the University Senate at a meeting held specifically for this purpose.
- (6) The consideration referred to in paragraph (4)(a) is conducted through a vote with the following provisions:
 - a The University Senate holds 65% (sixty-five per cent) of the votes.
 - b The Foundation holds 35% (thirty-five percent) of the votes.
- (7) The elected Rector is the Rector candidate who receives the most votes.
- (8) In certain circumstances, for the greater good of the university, the Foundation and the relevant parent organisation of the Three Component Forum are authorised to make special policies regarding the appointment of the Rector, as stipulated in the Foundation Management's Decision on Special Policies for the Appointment of the Rector.
- (9) Further provisions regarding the procedures for providing consideration as referred to in paragraph (4) are regulated in the Foundation Regulations.

Article 32

The Foundation appoints the elected Rector candidate as Rector by means of a Foundation Decision Letter.

Section Three Vice Rectors

Article 33

- (1) The Vice-Rector is a permanent lecturer of the Foundation/Civil Servant of the University who is assigned additional duties as a leader of the University.
- (2) The term of office of the Vice-Rector referred to in paragraph (1) is 4 (four) years and may be reappointed for 1 (one) additional term.

Article 34

The appointment of the Vice-Chancellor is carried out through the following stages:

- a. screening stage;
- b. consideration stage; and
- c. the determination and appointment stage.

Article 35

- (1) The selection of prospective Vice-Rectors is carried out by the Vice-Rector Selection Committee.
- (2) The Vice-Rector Selection Committee submits the names of prospective Vice-Rectors to the Rector.

- (3) Further provisions regarding the technical requirements and procedures for the selection of prospective Vice-Rector candidates as referred to in paragraph (1) are regulated by the Rector's Regulation.

Article 36

- (1) The Rector selects a maximum of 3 (three) names of Vice-Rector candidates for each field from the selection results after conducting a selection process and consulting with the Foundation.
- (2) The Rector submits the names of Vice-Rector candidates to the University Senate for consideration.
- (3) The consideration of Vice-Rectors is conducted by the Rector together with the University Senate through a meeting held specifically for that purpose no later than 6 (six) working days before the end of the term of office.
- (4) The consideration is conducted through:
 - a. Voting for one of the candidates;
 - b. Closed qualitative assessment of all candidates.
- (5) Voting is conducted by the University Senate at a meeting held specifically for this purpose.
- (6) The consideration referred to in paragraph (4)(a) is conducted through a vote with the following provisions:
 - a. The University Senate holds 65% (sixty-five per cent) of the votes.
 - b. The Rector holds 35% (thirty-five percent) of the votes.
- (7) The elected Vice-Rector is the Vice-Rector candidate who receives the most votes.
- (8) In certain circumstances, the Foundation may take a decision regarding the appointment of the Vice-Chancellor for the benefit of the University.
- (9) Further provisions regarding the procedure for granting consideration as referred to in paragraph (4) are regulated in the Rector's Regulation.

Article 37

The Rector appoints the elected Vice-Rector candidate as Vice-Rector by means of a Rector's Decision.

Section Four Faculty/Postgraduate Program

Article 38

- (1) The Faculty consists of:
 - a. Faculty leadership, namely the Dean and Deputy Dean;
 - b. The Faculty Senate;
 - c. Academic Staff: Programme Coordinator and Secretary, Laboratory Head, Lecturers;

- d. Academic Support Staff: Quality Assurance Unit, other units as required; and
 - e. Administrative Staff: Administrative Office.
- (2) The Postgraduate Programme consists of:
- a. The Graduate Programme Leadership comprises: Director, Assistant Director;
 - b. Academic Staff: Head and Secretary of the Study Programme, Lecturers
 - c. Administrative Staff: Administrative Office.

Article 39

- (1) The leadership of the Faculty/Postgraduate Programme consists of permanent lecturers of the Foundation/Civil Servants of the University who have been assigned additional duties as leaders of the Faculty/Postgraduate Programme of the University.
- (2) The term of office of the Dean of the Faculty/Postgraduate Programme as referred to in paragraph (1) shall be 4 (four) years and may be reappointed for 1 (one) term.

Section Five Dean

Article 40

The appointment of the Dean shall be carried out through the following stages:

- a. screening stage;
- b. consideration stage; and
- c. the determination and appointment stage.

Article 41

- (1) The screening of candidates for Dean is conducted by the Dean Selection Committee.
- (2) The Dean Selection Committee submits the names of prospective Dean candidates to the Rector.
- (3) Further provisions regarding the technical requirements and procedures for the selection of prospective Dean candidates as referred to in paragraph (1) are regulated by the Rector's Regulation.

Article 42

- (1) The Rector selects a maximum of 3 (three) names of Dean candidates for each field from the selection results after conducting a selection process and consulting with the Foundation.

- (2) The Rector submits the names of candidates for Dean to the Faculty Senate for consideration.
- (3) The consideration of the Dean is carried out by the Rector together with the Faculty Senate through a meeting held specifically for this purpose no later than 6 (six) working days before the end of the term of office.
- (4) The consideration is conducted through:
 - a. Voting for one of the candidates;
 - b. A closed qualitative assessment of all candidates.
- (5) Voting is conducted by the Faculty Senate at a meeting specifically convened for this purpose.
- (6) The consideration referred to in paragraph (4) letter a. is carried out through a vote with the following provisions:
 - a. The Faculty Senate holds 65% (sixty-five per cent) of the votes.
 - b. The Rector holds 35% (thirty-five percent) of the votes.
- (7) The elected Dean is the Dean candidate who receives the most votes.
- (8) In certain circumstances, the Foundation may take decisions regarding the appointment of the Dean for the benefit of the University.
- (5) Further provisions regarding the procedures for providing consideration as referred to in paragraph (4) are regulated in the Rector's Regulations.

Article 43

The Rector appoints the elected Dean candidate as Dean by means of a Rector's Decision Letter.

Section Six Deputy Dean

Article 44

The appointment of Deputy Deans shall be carried out through the following stages:

- a. screening stage;
- b. consideration stage; and
- c. the determination and appointment stage.

Article 45

- (1) The screening of prospective Deputy Deans is carried out by the Deputy Dean Selection Committee to obtain prospective candidates for each Deputy Dean.
- (2) The Deputy Dean Selection Committee submits the names of prospective Deputy Dean candidates to the Dean.

- (3) Further provisions regarding the technical requirements and procedures for the selection of prospective Deputy Deans as referred to in paragraph (1) are regulated by the Rector's Regulation.

Article 46

- (1) The Dean shall select a maximum of three (3) candidates for Deputy Dean from the shortlist after conducting a selection process and consulting with the Rector.
- (2) The Dean submits the names of candidates for Deputy Dean to the Faculty Senate for consideration.
- (3) The consideration of the Deputy Dean is conducted by the Dean together with the Faculty Senate through a meeting held specifically for this purpose no later than 6 (six) working days before the end of the term of office.
- (4) The consideration is conducted through:
 - a. Voting for one of the candidates.
 - b. A closed qualitative assessment of all candidates.
- (5) Voting is conducted by the Faculty Senate at a meeting specifically convened for this purpose.
- (6) The consideration referred to in paragraph (4) is made through a vote with the following provisions:
 - a. The Faculty Senate holds 65% (sixty-five per cent) of the votes.
 - b. The Dean holds 35% (thirty-five percent) of the votes.
- (7) The elected Dean is the Dean candidate who receives the most votes.
- (8) Further provisions regarding the consideration referred to in paragraph (4) are stipulated in the Rector's Regulations.

Article 47

The Rector appoints the elected Deputy Dean candidate as Deputy Dean by means of a Rector's Decision Letter.

Section Seven

Director, Assistant Director, and Head/Secretary of the Postgraduate Programme

Article 48

- (1) The Director, Assistant Director, and Head/Secretary of the Postgraduate Programme Study are appointed and designated by the Rector with the approval of the Foundation.

- (2) Further provisions regarding the requirements and procedures for the appointment and dismissal of the Director and Head/Secretary of the Postgraduate Study Programme referred to in paragraph (1) are regulated in the Rector's Regulation.

Section Eight Chairperson and Secretary of the Study Programme

Article 49

The appointment of the Chairperson and Secretary of the Study Programme is carried out through the following stages:

- a. screening stage;
- b. consideration stage; and
- c. the appointment and confirmation stage.

Article 50

- (1) The selection of prospective candidates for the Chair and Secretary of the Study Programme is carried out by the Chair and Secretary of the Study Programme Election Committee to obtain prospective candidates for each Chair and Secretary of the Study Programme.
- (2) The Selection Committee for the Head and Secretary of the Study Programme submits the names of prospective candidates for Head and Secretary of the Study Programme to the Dean.
- (3) Further provisions regarding the technical requirements and procedures for the selection of prospective candidates for the Chair and Secretary of the Study Programme as referred to in paragraph (1) are regulated by the Rector's Regulation.

Article 51

- (1) The consideration of candidates for Chair and Secretary of the Study Programme is conducted by the Dean together with the lecturers of the relevant department through a meeting held specifically for that purpose no later than 6 (six) working days before the end of the term of office.
- (2) The consideration is given through:
 - a. Voting for one of the candidates.
 - b. A closed qualitative assessment of all candidates
- (3) The deliberations of the Head and Secretary of the Study Programme as referred to in paragraph (1) shall be conducted through a vote with the following provisions:
 - a. Lecturers in the relevant department have 65% (sixty-five percent) of the votes.
 - b. The Dean holds 35% (thirty-five percent) of the votes.
- (4) The elected Head and Secretary of the Study Programme are the candidates

- for Head and Secretary of the Study Programme who receive the most votes.
- (5) Further provisions regarding the consideration referred to in paragraph (2) are regulated by the Rector's Regulation.

Section Nine Head of Laboratory/Studio

Article 52

- (1) The Head of the Laboratory/Studio is proposed by the Head of the Study Programme to the Dean.
- (2) The Dean submits the candidate for Head of Laboratory/Studio to the Rector for approval.
- (3) Further provisions regarding technical requirements and procedures for the appointment and dismissal of the Head of Laboratory/Studio are regulated by the Rector's Regulation.

Section Ten Head of Institution

Article 53

The leadership of the institution consists of:

- a. Chairperson of the Institution;
- b. Secretary of the Institution; and/or
- c. Head of the Centre.

Article 54

- (1) The Institution Leadership referred to in Article 53 consists of permanent lecturers of the Foundation/Civil Servants of the University who have been assigned additional duties.
- (2) The term of office of the Head of the Institution referred to in paragraph (1) is 4 (four) years and may be reappointed for 1 (one) additional term.

Article 55

- (1) The Head of the Institution is appointed and dismissed by the Rector.
- (2) Further provisions regarding the technical requirements and procedures for the appointment and dismissal of the Head of the Institution are regulated in the Rector's Regulation.

Section Ten Heads of Agencies

Article 56

The Head of the Agency consists of:

- a. Chairperson of the Body;
- b. Secretary of the Body; and/or
- c. Division Head

Article 57

- (3) The Head of the Board referred to in Article 56 is a permanent lecturer of the Foundation/Civil Servant of the University who has been assigned additional duties.
- (4) The term of office of the Head of the Agency referred to in paragraph (1) is 4 (four) years and may be reappointed for 1 (one) additional term.

Article 58

- (1) The Head of the Body is appointed and dismissed by the Rector.
- (2) Further provisions regarding technical requirements and procedures for the appointment and dismissal of Agency Leaders are stipulated in the Rector's Regulation.

Section Eleven Technical Implementation Units

Article 59

- (1) Technical Implementation Units (UPT) are led by a Head and a Secretary of the UPT.
- (2) The Head and Secretary of the Technical Implementation Unit (UPT) are appointed and dismissed by the Rector.
- (3) Further provisions regarding the requirements and procedures for the appointment and dismissal of the Head of the Technical Implementation Unit (UPT) are regulated by the Rector's Regulation.

Section Twelve
Leadership of Administrative Implementation Units

Article 60

The leadership of the administrative implementing unit consists of:

- a. The Head of the Bureau;
- b. The Head of Section in the Bureau;
- c. The Head of the Sub-Division in the Bureau, Faculty and Institution.

Article 61

- (1) The administrative executive leadership referred to in Article 60 is a structural position.
- (2) The heads of administrative units are appointed and dismissed by the Rector.
- (3) The requirements for appointment, transfer and dismissal to and from the position of head of the administrative executive unit are regulated in the Rector's Regulations.

Section Thirteen
University Senate

Article 62

- (1) The Chairperson and Secretary of the University Senate are elected from among its members.
- (2) The election of the Chair and Secretary of the University Senate is conducted in a University Senate meeting held specifically for that purpose.
- (3) The election meeting for the Chair and Secretary of the University Senate as referred to in paragraph (2) shall be chaired by the oldest member of the University Senate, accompanied by the youngest member of the University Senate.
- (4) The University Senate meeting referred to in paragraph (2) shall be deemed valid if attended by at least two-thirds of all members of the University Senate.
- (5) The chair of the meeting shall gather at least two names of candidates for Chair and Secretary of the University Senate from among the members of the University Senate who are present.
- (6) The election of the Chair and Secretary of the University Senate as referred to in paragraph (2) shall be conducted by voting.
- (7) Each member of the University Senate has one (1) vote.
- (8) The elected Chair and Secretary of the University Senate are the candidates who receive the most votes.
- (9) The elected Chairperson and Secretary of the University Senate as referred to in paragraph (8) shall be appointed by the Rector.

- (10) Further provisions regarding the requirements and procedures for the election of the Chair and Secretary of the University Senate are regulated by the University Senate regulations.

Faculty Senate

Article 63

- (1) The Chairperson and Secretary of the Faculty Senate are elected from among the members.
- (2) The election of the Chair and Secretary of the Faculty Senate is conducted in a Faculty Senate meeting held specifically for that purpose.
- (3) The election meeting for the Chair and Secretary of the Faculty Senate as referred to in paragraph (2) shall be chaired by the oldest member of the Faculty Senate, accompanied by the youngest member of the Faculty Senate.
- (4) The Faculty Senate meeting referred to in paragraph (2) shall be deemed valid if attended by at least two-thirds of all Faculty Senate members.
- (5) The chairperson of the meeting shall select at least two candidates for Chair and Secretary of the Faculty Senate from among the members of the Faculty Senate who are present.
- (6) The election of the Chair and Secretary of the Faculty Senate as referred to in paragraph (2) shall be conducted by ballot.
- (7) Each Faculty Senate member has one (1) vote.
- (8) The elected Chairperson and Secretary of the Faculty Senate are the candidates who receive the most votes.
- (9) The elected Chairperson and Secretary of the Faculty Senate as referred to in paragraph (8) are appointed by the Rector.
- (10) Further provisions regarding the requirements and procedures for electing the Chair and Secretary of the University Senate are regulated by the Faculty Senate regulations.

Section Sixteen Advisory Council

Article 64

- (1) Members of the Advisory Board are appointed and dismissed by the Rector.
- (2) The Chairperson of the Advisory Board is elected from among its members.
- (3) The election of the Chairperson of the Advisory Board is conducted in a special meeting of the Advisory Board convened for that purpose.
- (4) The election of the Chairperson of the Advisory Board as referred to in paragraph (2) shall be conducted through consensus among the members.
- (5) If a decision cannot be reached through consensus, it shall be decided by voting.
- (6) The elected Chair of the Advisory Council shall appoint one of the members of the Advisory Council as Secretary of the Advisory Council.

- (7) The Chairperson and Secretary of the Advisory Board referred to in paragraphs (2), (4), and (6) shall be appointed by the Rector.
- (8) Further provisions regarding the requirements and procedures for the election of the Chairperson, Secretary, and Members of the Advisory Board are regulated by the Rector's Regulation.

Section Fourteen Supervisory Board

Article 65

- (1) Members of the Supervisory Board are appointed and dismissed by the Rector.
- (2) The Chairperson of the Supervisory Board is elected from among the members.
- (3) The election of the Chairperson of the Supervisory Board is conducted in a meeting of the Supervisory Board held specifically for that purpose.
- (4) The election of the Chairperson of the Supervisory Board as referred to in paragraph (2) shall be conducted through consensus among the members.
- (5) If a decision cannot be reached through consensus, it shall be decided by voting.
- (6) The elected Chair of the Supervisory Board shall appoint one of the members of the Supervisory Board as Secretary of the Supervisory Board.
- (7) The Chairperson and Secretary of the Supervisory Board referred to in paragraphs (2), (4), and (6) shall be appointed by the Rector.
- (8) Further provisions regarding the requirements and procedures for the election of the Chairperson, Secretary, and Members of the Supervisory Board are regulated by the Rector's Regulation.

Section Fifteen Dismissal of the Head of the Education Management Body

Article 66

- (1) The Rector, Vice Rector, Dean, Vice Dean, Head of Department/Study Programme, Secretary of Department/Study Programme and Head of Laboratory shall be dismissed from their positions upon the expiry of their term of office.
- (2) The Rector, Vice Rector, Dean, Vice Dean, Head of Department/Study Programme, Secretary of Department/Study Programme and Head of Laboratory shall be dismissed before the end of their term of office due to:
 - a. their own request;
 - b. appointment to another position;
 - c. imposition of severe disciplinary action in accordance with applicable laws and regulations and other provisions within the Foundation;
 - d. temporary dismissal from the Foundation's staff/Civil Servants;
 - e. removal from the position of lecturer;

- f. permanently incapacitated;
- g. currently undertaking study or other duties for more than 6 (six) months;
- h. on leave not covered by the state or the Foundation;
- i. other matters specified in the provisions of laws and regulations and the provisions of the Foundation's regulations.

Article 67

- (1) The dismissal of the Rector as referred to in Article 66 paragraph (1) shall be carried out by the Foundation in accordance with the provisions of laws and regulations and the provisions of the Foundation's regulations.
- (2) The dismissal of the Vice Rector, Dean, Vice Dean, Head/Secretary of Department/Study Programme, and Head of Laboratory as referred to in Article 66 paragraph (1) shall be carried out by the Rector in accordance with the provisions of laws and regulations and the applicable provisions within the University.

Article 68

- (1) If the Rector is dismissed before the end of his/her term of office as referred to in Article 66 paragraph (2), the Vice Rector I shall be appointed by the Foundation as Acting Rector to fill the vacancy.
- (2) The Acting Rector shall have the same rights and powers as the permanent Rector.
- (3) The term of office of the Acting Rector shall continue until a definitive Rector is appointed.
- (4) If, for any reason, the Rector is temporarily unable to perform his duties, the Vice-Rector I shall be appointed by the Foundation to fill the vacancy as the person performing the duties.
- (5) The Acting Rector (Plt) has the authority to carry out the operational duties of the Rector.
- (6) The appointment referred to in paragraph (1) is made by the Foundation.
The University Senate submits the name of the Vice-Chancellor to the Foundation for the position of permanent Chancellor no later than 1 (one) month after the Chancellor is declared terminated.
- (7) The Foundation appoints one of the Vice-Rectors as the definitive Rector to continue the remainder of the previous Rector's term of office.
- (8) In the event that the remaining term of office as referred to in paragraph (8) is more than 2 (two) years, it shall be counted as 1 (one) term of office.

Article 69

- (9) If the Deputy Vice-Chancellor is dismissed before the end of his/her term of office as referred to in Article 66 paragraph (2), the Vice-Chancellor shall appoint and designate a permanent Deputy Vice-Chancellor.
- (10) The appointment and confirmation of the definitive Vice-Chancellor as referred to in paragraph (1) shall be carried out in accordance with the provisions referred to in Article 34.
- (11) A Vice-Chancellor who continues the remaining term of office for more than 2 (two) years shall be counted as 1 (one) term of office.

Article 70

- (1) If the Dean is dismissed before the end of his/her term of office as referred to in Article 66 paragraph (2), the First Deputy Dean shall be appointed as the acting Dean to fill the vacancy.
- (2) The appointment referred to in paragraph (1) shall be made by the Vice-Chancellor.
- (3) The Faculty Senate shall submit the names of the Vice Deans to the Rector no later than one (1) month after the Dean is declared to have resigned.
- (4) The Rector shall appoint one of the Deputy Deans as the definitive Dean to continue the remaining term of office of the previous Dean.
- (5) In the event that the remaining term of office referred to in paragraph (4) exceeds two (2) years, it shall be counted as one (1) term of office.

Article 71

- (1) If the Deputy Dean is removed from office before the end of their term as referred to in Article 66 paragraph (2), the Rector shall appoint and designate a definitive Deputy Dean.
- (2) The appointment and designation of a definitive Deputy Dean as referred to in paragraph (1) shall be carried out in accordance with the provisions referred to in Article 44.
- (3) A Deputy Dean who continues the remaining term of office for more than two (2) years shall be counted as one (1) term of office.

Article 72

- (1) In the event of the dismissal of the Head of Department/Study Programme before the end of his/her term of office as referred to in Article 66 paragraph (2), the Secretary of the Department/Study Programme shall be appointed as Acting Head of Department/Study Programme to fill the vacancy.
- (2) The appointment referred to in paragraph (1) shall be made by the Vice-Chancellor.

- (3) The Dean shall, within 1 (one) month of the Head of Department/Study Programme being declared terminated, submit the Secretary of the Department/Study Programme to the Rector.
- (4) The Rector shall appoint the Secretary of the Department/Study Programme as the definitive Head of the Department/Study Programme to continue the remaining term of office of the previous Head of the Department/Study Programme.
- (5) In the event that the remaining term of office referred to in paragraph (4) exceeds 2 (two) years, it shall be counted as 1 (one) term of office.

Article 73

- (1) If the Secretary of the Department/Study Programme is dismissed before the end of their term of office as referred to in Article 66 paragraph (2), the Rector shall appoint and designate a definitive Secretary of the Department/Study Programme.
- (2) The appointment and designation of the permanent Department/Study Programme Secretary as referred to in paragraph (1) shall be carried out in accordance with the provisions referred to in Article 50 paragraph (3).
- (3) Department/Study Programme Secretaries who continue their remaining term of office for more than 2 (two) years shall be counted as 1 (one) term of office.

CHAPTER VIII INTERNAL CONTROL AND SUPERVISION SYSTEM

Article 74

- (1) The University's Internal Control and Supervision System is an integral process in the actions and activities carried out continuously by the leadership and all employees to provide adequate assurance that the organisation's objectives are achieved through effective and efficient activities, reliable financial reporting, security of the Foundation's assets, and compliance with laws and regulations, as well as all Foundation regulations.
- (2) The objectives of the University's Internal Control and Supervision System are to:
 - a. ensure accountable financial and asset management;
 - b. ensure the efficient and effective utilisation of resources; and
 - c. ensuring the accuracy of data and resource information for decision making.
- (3) The University's Internal Control and Supervision System is implemented based on the following principles:
 - a. Principled;
 - b. accountability;
 - c. transparency;
 - d. objectivity;
 - e. integrity; and
 - f. development.
- (4) The scope of the University's Internal Control and Supervision System consists of:
 - a. finance;
 - b. assets;
 - c. personnel; and
 - d. organisational affairs.
- (5) The implementation of the University's Internal Control and Supervision System is carried out by the Supervisory Board.
- (6) Further provisions regarding the University's Internal Control and Supervision System as referred to in paragraph (1) and the mechanism for its implementation are regulated in the Rector's Regulation.

CHAPTER IX INTERNAL QUALITY ASSURANCE SYSTEM

Article 75

- (1) The University's Internal Quality Assurance System is a process of establishing and fulfilling consistent and sustainable management quality standards to ensure the best service for stakeholders.
- (2) The objectives of the University's Internal Quality Assurance System are:
 - a. to ensure that all academic services provided to students are carried out in accordance with standards;
 - b. realising transparency and accountability to the public, especially parents/guardians of students, regarding the implementation of education in accordance with standards; and
 - c. encouraging all parties/units at the University to work towards achieving objectives based on standards and continuously striving to improve quality.
- (3) The University's Internal Quality Assurance System is implemented based on the following principles:
 - a. being oriented towards internal and external stakeholders;
 - b. prioritising truthfulness;
 - c. social responsibility;
 - d. personal competency development;
 - e. participatory;
 - f. collegial;
 - g. uniformity of methods; and
 - h. innovation, learning, and continuous improvement.
- (4) The scope of the University's Internal Quality Assurance System includes:
 - a. the development of quality standards and audits in the field of education;
 - b. the development of quality standards and audits in the field of research;
 - c. the development of quality standards and audits in the field of community service; and
 - d. development of quality standards and audits in the field of student affairs.
- (5) The implementer of the University's Internal Quality Assurance System is the Quality Assurance Agency.
- (6) Further provisions regarding the University's Internal Quality Assurance System as referred to in paragraph (1) and its implementation mechanisms are regulated in the Rector's Regulation.

CHAPTER X

THE IMPLEMENTATION OF THE FOUR DUTIES OF HIGHER EDUCATION

Section One

Education

Paragraph 1

Implementation of Education

Article 76

- (1) The university implements academic education and/or professional education.
- (2) The implementation of academic education as referred to in the paragraph (1) includes bachelor's, master's, and doctoral programmes.
- (3) The provision of professional education as referred to in paragraph (1) takes the form of a Teacher Training Centre (TTC).
- (4) Further provisions regarding academic and/or professional education programmes and levels are regulated by the Rector's Regulation after obtaining approval from the University Senate.

Article 77

- (1) The provision of education at the University is divided into 2 (two) semesters, namely the odd semester and the even semester.
- (2) Each semester consists of 18 (eighteen) weeks of face-to-face/practical lectures, including 1 (one) mid-semester examination and 1 (one) final semester examination.
- (3) Between the odd semester and the even semester, an interim semester may be held for remediation.
- (4) Further provisions regarding the implementation of education as referred to in paragraphs (1), (2) and (3) shall be regulated by a Rector's Regulation after obtaining approval from the University Senate.

Article 78

- (1) The academic year begins in the first week of September and ends in the last week of August of the following year.
- (2) The odd semester begins in the first week of September and ends in the last week of February of the following year.
- (3) The even semester begins in the first week of March of the following year and ends in the last week of August.

Article 79

- (1) The education system is implemented using the Semester Credit System (SKS).
- (2) SKS is a unit of the education system that uses semester credit units (sks) to express student study load, lecturer workload, learning experience and programme implementation load.
- (3) Provisions regarding the education system as referred to in paragraph (1) are regulated by the Rector's Regulation after obtaining approval from the University Senate.

Paragraph 2 Language and Curriculum

Article 80

- (1) The language of instruction used in the implementation of education at the University is Indonesian.
- (2) Regional languages and foreign languages may be used as the language of instruction in certain study programmes, both in the delivery of education and in the imparting of specific knowledge and/or skills to further enhance the effectiveness and efficiency of the learning process.

Article 81

- (1) The curriculum is a set of plans and arrangements regarding the objectives, content, and teaching materials, as well as the methods used as guidelines for conducting learning activities to achieve educational objectives.
- (2) The curriculum consists of study materials/courses arranged in accordance with the study programme.
- (3) The curriculum is compiled and developed by each study programme in accordance with developments in science, technology, and the arts and refers to the National Education Standards.
- (4) The curriculum referred to in paragraph (1) is stipulated in the Rector's Regulation after obtaining approval from the University Senate.

Paragraph 3 Assessment, Graduation, and Commencement

Article 82

- (1) Assessment of student activities and learning progress is conducted periodically in the form of examinations, assignments, observations, and/or other forms of assessment.

- (2) The examinations referred to in paragraph (1) include daily examinations, mid-semester examinations, end-of-semester examinations, and end-of-programme examinations (thesis examinations, dissertation examinations, and dissertation examinations).
- (3) The assignments referred to in paragraph (1) are carried out through structured, independent, and/or group assignments.
- (4) The assessment of learning outcomes is based on the Benchmark Assessment (PAP).
- (5) The assessment results referred to in paragraph (1) have specific weights represented by the letters A, B+, B, C+, C, D+, D, and E, which have weights of 4; 3.5; 3; 2.5; 2; 1.5; 1; and 0, respectively.
- (6) Student learning outcomes in a semester are expressed as a Grade Point Average (GPA).
- (7) Student learning outcomes for an academic period are expressed as a Cumulative Grade Point Average (CGPA).
- (8) Further provisions regarding the assessment of activities and progress in student learning outcomes as referred to in paragraph (1) are regulated in the Rector's Regulation after obtaining approval from the University Senate.

Article 83

- (1) Students are declared to have passed a level of education after completing the required courses and successfully defending their final study work in the form of a final project, thesis, dissertation or dissertation.
- (2) The final study project required for graduation at the diploma level is a Final Project.
- (3) The final study project required for graduation at the bachelor's degree level is a thesis.
- (4) The final piece of work required for graduation from a master's degree programme is a thesis.
- (5) The final piece of work required for graduation at the doctoral level is a dissertation.
- (6) Further provisions regarding graduation and the final academic work required as referred to in paragraphs (1) to (5) are regulated by the Rector's Regulation after obtaining approval from the University Senate.

Article 84

- a. Graduates of academic education are entitled to use academic titles
- b. Graduates of professional education are entitled to use the professional designation
- c. Vocational education graduates are entitled to use the vocational designation

Article 85

- (1) Graduation ceremonies are held during graduation events organised by the Rector in accordance with the Academic Calendar.
- (2) At the graduation ceremony, each graduate receives a diploma.
- (3) Further provisions regarding registration and the implementation of graduation are regulated by the Rector's Regulations.

Paragraph 4 Admission of New Students

Article 86

- (1) The admission of students is carried out through the new student admission selection process, credit transfer, assignment and cooperation.
- (2) The admission of new students does not discriminate on the basis of gender, religion, ethnicity, race, nationality, social status, or economic ability.
- (3) Foreign nationals may become students of the University if they meet the requirements and comply with the provisions of the laws and regulations.
- (4) Further provisions regarding new student admission as referred to in paragraphs (1) to (3) are regulated in the Rector's Regulation after obtaining approval from the Senate in accordance with the provisions of laws and regulations.

Section Two Research

Article 87

- (1) Research activities at the University are integrated activities to support education, teaching, and community service.
- (2) Research activities conducted at the University include basic research, applied research and development research.
- (3) Basic research is intended to advance scientific knowledge.
- (4) Applied research is intended to support education, institutional development, science, technology, and the arts.
- (5) Development research is intended to develop education, teaching, science, technology, arts, and community service.
- (6) Research is conducted in accordance with the principles and ethics of the scientific field being pursued.
- (7) Research results that constitute Intellectual Property Rights (IPR) must be protected in accordance with applicable laws and regulations.
- (8) Publication of research results is carried out in scientific periodicals with an ISSN or accredited scientific periodicals or internationally recognised scientific periodicals by the Ministry and other forms of scientific publication.

Article 88

- (1) Research activities are coordinated by the Research and Community Service Institution.
- (2) Research may be conducted by the institution itself or through collaboration between universities and/or other institutions.
- (3) The implementation of research includes planning, implementation, monitoring, reporting and evaluation activities.
- (4) Research activities are carried out by lecturers and may involve students and/or educational staff, either in groups or individually.
- (5) Further provisions regarding the implementation of research activities as referred to in paragraphs (1) to (4) and Article 87 paragraphs (1) to (6) are regulated in the Rector's Regulation after obtaining approval from the Senate.

Section Three Community Service

Article 89

- (1) The implementation of community service is coordinated by the Research and Community Service Institute.
- (2) Community service is carried out in the context of utilising, applying, and developing science, technology, and the arts for the benefit of the community.
- (3) Community service involves lecturers, students, and functional staff, both individually and in groups.
- (4) Community service may be carried out as a follow-up to research results.
- (5) Community service is carried out intra-, inter-, cross-, and/or multi-sectorally.
- (6) Community service is carried out to contribute to regional development and community empowerment and can be done through collaboration with other institutions.
- (7) The implementation of community service includes planning, implementation, monitoring, reporting and evaluation activities.

Article 90

- (1) The results of community service activities are documented and published in media that are easily accessible to the public.
- (2) Further provisions regarding the implementation of community service activities are regulated in the Rector's Regulation after obtaining approval from the University Senate.

Article 91

- (1) The utilisation of community service outcomes is oriented towards community empowerment.
- (2) The results of community service activities may be utilised as a basis for further research.

- (3) Further provisions regarding the utilisation of community service results as referred to in paragraph (1) are regulated in the Rector's Regulation.

Section Four Role Modelling

Article 92

- (1) Role modelling is carried out by lecturers, students, and educational staff, both individually and in groups.
- (2) Role modelling is carried out by instilling behavioural habits in daily life, both on and off campus, in accordance with the 18 values of character education.
- (3) Role modelling is carried out based on two principles of role modelling procedures, namely ownership and implementation.
- (4) The principle of ownership referred to in paragraph (3) is the instilling of character education values in lecturers, students, and educational staff.
- (5) The principle of implementation referred to in paragraph (3) is that all lecturers, students, and educational staff behave in accordance with character education values.
- (6) The 18 character education values referred to in paragraph (2) include religious values, honesty, tolerance, discipline, hard work, creativity, independence, democracy, curiosity, national spirit, love for the country, appreciation of achievement, friendliness/communicativeness, love of peace, love of reading, concern for the environment, social awareness, and responsibility.
- (7) Further provisions regarding the role model referred to in paragraph (1) are regulated in the Rector's Regulation.

CHAPTER XI ACADEMIC FREEDOM AND SCIENTIFIC AUTONOMY

Article 93

- (1) The University upholds academic freedom, academic freedom of speech, and scientific autonomy.
- (2) Academic freedom is exercised in the pursuit of deepening, applying, and developing science, technology, and the arts through high-quality and responsible education, research, and community service activities.
- (3) Academic freedom is defined as the freedom of every member of the academic community to disseminate research results and express academic views through lectures, seminars, symposiums, panel discussions, examinations, and other scientific activities in accordance with scientific principles.
- (4) Scientific autonomy is defined as the independence and freedom of the

academic community to discover, develop, express, and/or defend the truth according to scientific principles in order to ensure the continued development of science, technology, and the arts.

- (5) Academic freedom, academic freedom of speech, and scientific autonomy are freedoms possessed by the academic community to carry out activities related to education and the development of science, technology, and the arts in a responsible and independent manner.
- (6) The rector shall strive to ensure that every member of the academic community exercises academic freedom, academic freedom of speech, and scientific autonomy in the performance of their duties and functions independently in accordance with their personal aspirations based on scientific norms and principles, as well as academic achievement.
- (7) In exercising academic freedom, academic freedom of speech, and scientific autonomy as referred to in paragraph (1), each member of the academic community endeavours to ensure that their activities and results enhance the implementation of academic activities.
- (8) In exercising academic freedom, academic freedom of speech, and scientific autonomy as referred to in paragraph (1), each member of the academic community is personally responsible for the implementation, results, benefits and impacts in accordance with moral and scientific norms and principles.
- (9) In exercising academic freedom, academic freedom of speech, and scientific autonomy as referred to in paragraph (1), the academic community may use the University's resources responsibly.
- (10) Further provisions regarding the realisation of academic freedom, academic freedom of speech and scientific autonomy are regulated in the Rector's Regulations after obtaining approval from the Senate.

CHAPTER XII TITLES AND AWARDS

Article 94

- (1) The University awards degrees to students who have graduated.
- (2) The degrees referred to in paragraph (1) consist of academic degrees, professional titles, and vocational titles;
- (3) The conferment and use of degrees as referred to in paragraph (1) shall be carried out in accordance with the provisions of applicable laws and regulations.

Article 95

- (1) The University awards diplomas and/or certificates of competence to students who have graduated.
- (2) The awarding of diplomas and/or competency certificates as referred to in paragraph (1) shall be carried out in accordance with the provisions of laws and regulations.

Article 96

The requirements for the awarding of degrees, diplomas, and/or certificates of competence as referred to in Article 94 and Article 95 include:

- a. the completion of all academic and/or professional obligations that must be fulfilled in order to participate in a study programme;
- b. settlement of all administrative and financial obligations relating to the study programme undertaken.

Article 97

- (1) The university may award honours to an individual, group, or institution.
- (2) The awards referred to in paragraph (1) shall be given to an individual or group who has achieved excellence in the field of science and/or has contributed to education.
- (3) The awards referred to in paragraph (1) are given to institutions that have contributed to education.
- (4) Further provisions regarding the criteria and procedures for awarding the awards referred to in paragraphs (2) and (3) are regulated in the Rector's Regulation after obtaining the approval of the Senate.

CHAPTER XIII LECTURERS AND OTHER EDUCATIONAL STAFF

Article 98

- (1) Lecturers consist of permanent lecturers and non-permanent lecturers.
- (2) Permanent lecturers as referred to in paragraph (1) are University lecturers who work full-time and have the status of permanent University lecturers.
- (3) Non-permanent lecturers as referred to in paragraph (1) are part-time lecturers at the University who have the status of non-permanent lecturers at the University.
- (4) Permanent lecturers as referred to in paragraph (2) may have the status of Civil Servants and/or University Employees and/or Foundation Employees.
- (5) The requirements to become a lecturer as referred to in paragraph (1) are:
 - a. believing in and being devoted to God Almighty;
 - b. loyal to Pancasila and the 1945 Constitution;

- c. possessing the educational qualifications required of a lecturer;
 - d. possess high moral character and integrity;
 - e. having a strong sense of responsibility towards the future of the nation and state.
- (6) The appointment and dismissal of permanent lecturers at the University/Foundation as referred to in paragraph (4) shall be carried out in accordance with the provisions of the laws and regulations and civil service regulations applicable at the Foundation.
- (7) The acceptance/return of civil servant lecturers from/to LLDIKTI shall be carried out in accordance with the Foundation's regulations.

Article 99

- (1) The academic ranks of lecturers consist of assistant lecturer, lecturer, senior lecturer, and professor.
- (2) The authority and procedures for appointment and dismissal from academic positions are regulated in accordance with University and/or Foundation regulations and legislation.

Article 100

- (1) Professors who have entered retirement age may be recommended for an extension of their term of service, taking into consideration their expertise and the needs of the university.
- (2) The implementation of the provisions referred to in paragraph (1) shall be governed by the Foundation's regulations.

Article 101

- (1) Educational staff other than lecturers are University employees whose primary duties do not involve teaching.
- (2) Non-lecturing academic staff consist of researchers, counsellors, educational developers, librarians, computer technicians, archivists, public relations officers, educational laboratory technicians, learning resource technicians, other functional staff and administrative staff.
- (3) The appointment and dismissal of non-lecturer educational staff shall be regulated by the Foundation Regulations.

Article 102

- (1) Every lecturer and/or other educational staff member has the same opportunity to develop their career based on their work performance.
- (2) Lecturers and/or other educational personnel are entitled to receive awards for their work performance in accordance with the Foundation's regulations.

- (3) Lecturers and/or other educational staff who are negligent in the performance of their duties shall be disciplined by their immediate superiors in accordance with the Foundation's regulations.
- (4) Lecturers and/or other educational staff who commit disciplinary violations shall be punished in accordance with the provisions of laws and regulations and the Foundation's regulations.

CHAPTER XIV

STUDENTS AND ALUMNI

Students

Article 103

- (1) A student is a registered participant in one of the study programmes at the University.
- (2) To become a student of the University, an individual must meet the requirements.
- (3) The procedures for admission and the requirements for becoming a student at the University are regulated in the Rector's Regulations.

Article 104

- (1) Every student has the right to:
 - a. to receive education and instruction in their study programme in accordance with the requirements and provisions applicable at the University;
 - b. to express opinions rationally, as long as they do not interfere with the rights of others and the order of the University;
 - c. to obtain information about their academic performance;
 - d. to receive scholarships to support their academic progress if they meet the specified requirements;
 - e. receive guidance and mentoring from lecturers;
 - f. receive protection in accordance with applicable laws;
 - g. participating in student activities and organisations in line with their interests and hobbies;
 - h. using University equipment and/or facilities for academic purposes or other purposes that can be justified as appropriate.
- (2) Further provisions regarding the exercise of the rights referred to in paragraph (1) are regulated in the Rector's Regulations.

Article 105

- (1) Every student is obligated to:
 - a. to participate in the learning process in accordance with the regulations in force at the University while upholding academic norms and ethics;
 - b. to practise their religion in accordance with their beliefs and to respect the religious practices of others;
 - c. respecting lecturers and educational staff;
 - d. maintaining harmony and peace to achieve social harmony;
 - e. loving their family, community, nation, and country, and caring for others;
 - f. loving and preserving the environment;
 - g. helping to maintain and preserve the facilities and infrastructure, cleanliness, safety, and order of the University and public order;
 - h. bear the costs of managing and administering education, except where exempted from this obligation;
 - i. maintain the authority and good name of the University;
 - j. comply with all applicable regulations;
 - k. study diligently and assiduously in order to achieve high academic performance;
 - l. complete academic assignments assigned by lecturers;
 - m. maintain an academic atmosphere;
 - n. dressing appropriately in accordance with the norms and ethics of the University; and
 - o. uphold the good name of the alma mater.
- (2) Further provisions regarding sanctions for violations of the obligations referred to in paragraph (1) are regulated in the Rector's Regulations.

Article 106

- (1) Student organisations are non-structural entities at the university, faculty and department/study programme levels.
- (2) Student organisations are established by, for, and under the responsibility of the students, under the supervision of the Vice-Chancellor.
- (3) University student organisations are intended to foster students who are devout, intelligent, critical, polite, moral, democratic, responsible and competitive.
- (4) Further provisions regarding student organisations as referred to in paragraph (1) are regulated in the Rector's Regulations.

Article 107

- (1) Student activities are directed at developing and enhancing leadership potential, reasoning, interests and hobbies, spirituality and welfare, as well as community service.
- (2) Student activities are organised based on the principles of independence, ethics, education, religion, humanism, and environmental awareness.

Alumni

Article 108

- (1) Alumni are individuals who have graduated from IKIP PGRI Semarang, ATS and/or the University.
- (2) Alumni are obliged to uphold the good name of the university.
- (3) Alumni are obligated to assist and/or support the development of the university.
- (4) Alumni may form alumni associations.
- (5) The alumni association referred to in paragraph (4) is an independent community organisation that upholds the name and honour of the university.
- (6) The Alumni Association is the sole organisation representing university alumni.
- (7) The Alumni Association may be established at the district/city, provincial, national, and international levels.
- (8) The organisational structure and operational procedures of the Alumni Association are governed by the Articles of Association and Bylaws.

CHAPTER XV COOPERATION

Article 109

- (1) In the implementation of the Fourfold Mission of Higher Education, the University establishes cooperation with other universities and/or institutions both domestically and internationally.
- (2) The cooperation referred to in paragraph (1) is an activity carried out jointly.
- (3) The implementation of cooperation as referred to in paragraph (1) is regulated in accordance with the provisions of laws and regulations and reports are submitted to the Foundation.

Article 110

- (1) The cooperation referred to in Article 109 may take the form of:
 - a. management contracts;
 - b. twinning programme;
 - c. credit transfer programme;
 - d. exchange of educators, educational staff, and students in the implementation of the Catur Dharma of Higher Education;
 - e. joint utilisation of resources in the implementation of the Catur Dharma of Higher Education;
 - f. joint publication of scientific works;
 - g. joint organisation of seminars or other scientific activities; and
 - h. other forms deemed necessary.

- (2) Cooperation in the form of management contracts, twin programmes, and credit transfer programmes with foreign higher education institutions as referred to in paragraph (1) can only be implemented if the study programmes of the foreign higher education institutions have been accredited in their respective countries.
- (3) The implementation of cooperation as referred to in paragraph (1), which involves partners from abroad, is based on the provisions of laws and regulations.

Article 111

- (1) The implementation of cooperation is coordinated by the Vice-Chancellor in charge of Cooperation.
- (2) Lecturers, educational staff, students, and groups or work units may initiate cooperation with partners.
- (3) Cooperation plans initiated by individuals, groups or work units at the University must be covered by a Memorandum of Understanding on Cooperation or a Memorandum of Agreement on the Implementation of Cooperation.
- (4) Further provisions regarding the cooperation mechanism are regulated by the Rector's Regulation.

CHAPTER XVI FACILITIES AND INFRASTRUCTURE

Article 112

- (1) The facilities and infrastructure owned by the University shall be utilised for the purposes of implementing the Catur Dharma of Higher Education, social services and institutional business.
- (2) The utilisation of University land shall take into account environmental sustainability and balance.
- (3) Buildings and/or facilities within the University environment must meet safety, security, health and comfort requirements in accordance with the provisions of laws and regulations.

Article 113

- (1) The management of the University's facilities and infrastructure shall be carried out in accordance with the provisions of laws and regulations and the Foundation's regulations.
- (2) The procedures for utilising facilities and infrastructure to obtain funds for business development to support the implementation of the University's duties and functions are regulated by the Rector's Regulations.

CHAPTER XVII FINANCE AND ASSETS

Section One Finance

Article 114

- (1) The University's financial resources may be obtained from the government, grants/cooperation, the community, and other legitimate and non-binding sources.
- (2) Funds obtained from the community are university funds derived from the following sources:
 - a. Education Development Contributions (SPP);
 - b. University entrance examination fees;
 - c. Campus Development Contribution (SPK);
 - d. Contract work proceeds;
 - e. Proceeds from the sale of university products;
 - f. Other contributions and grants;
 - g. Fees for the use of university facilities.
- (3) The use of funds originating from the Government is regulated in accordance with the provisions of laws and regulations.
- (4) The use of funds originating from grant-giving institutions/partnerships is regulated in accordance with the provisions established by the grant-giving institutions/partnerships based on agreements/contracts.
- (5) The use of funds originating from the community and other sources is regulated in the provisions of the Foundation.

Article 115

- (1) The University's budgeting planning system is formulated in accordance with the provisions of laws and regulations and the Foundation's regulations.
- (2) The University's Revenue and Expenditure Budget Plan is proposed by the Rector to the Foundation.
- (3) Financial management is carried out based on the principles of efficiency, effectiveness, transparency, and accountability.
- (4) The University compiles accountability reports on budget management based on the provisions of laws and regulations and Foundation regulations.
- (5) The University's budget management accountability report is audited by internal and external auditors in accordance with the provisions of laws and regulations and the Foundation's regulations, and submitted to the Foundation.

Section Two Assets

Article 116

- (1) The University's assets consist of initial assets, grants, and other forms in accordance with applicable laws and regulations.
- (2) The initial assets of the University are the assets of the Foundation.
- (3) Further provisions regarding grants and other forms are regulated in the Rector's Regulations.

CHAPTER XVIII SUPERVISION AND ACCREDITATION

Section One Supervision

Article 117

- (1) Overall supervision is carried out to control the implementation of the Catur Dharma of Higher Education and the management of human resources, finances/funds, and facilities and infrastructure to ensure they are effective and efficient.
- (2) The supervision referred to in paragraph (1) shall be carried out by the Foundation.
- (3) Further provisions regarding the supervision referred to in paragraph (2) are stipulated in the Foundation Regulations.

Part Two Accreditation

Article 118

- (1) Accreditation is part of the assessment in accordance with criteria established based on the National Higher Education Standards.
- (2) Accreditation is conducted to determine the eligibility of study programmes and/or institutions.
- (3) The Head of Department/Study Programme, Dean, and Director of Postgraduate Program facilitate the implementation of accreditation.
- (4) The Quality Assurance Agency provides technical assistance for the implementation of accreditation.
- (5) The Rector is responsible for the implementation of accreditation.
- (6) Accreditation is conducted by the National Higher Education Accreditation Agency and/or institutions designated in applicable laws and regulations.

**CHAPTER XIX
FORM AND PROCEDURES FOR ESTABLISHING REGULATIONS**

Article 119

- (1) The regulations applicable within the University are as follows:
 - a. Statutory regulations;
 - b. Foundation regulations;
 - c. Rector's regulations;
 - d. Senate regulations;
 - e. Rector's Decisions; and
 - f. Dean's Decisions
- (2) The procedures for establishing the regulations referred to in paragraph (1) letters c, d, e, and f are regulated in the Rector's Regulations in accordance with the provisions of laws and regulations and Foundation Regulations.

**CHAPTER XX
OTHER PROVISIONS**

Article 120

Amendments to the statutes are made by the Foundation

**CHAPTER XXI
TRANSITIONAL PROVISIONS**

Article 121

- (1) For the first time, the Rector shall be appointed and designated by the Foundation.
- (2) For the first time, the Rector's organs shall be appointed and confirmed by the Rector.
- (3) Rector's organs with a remaining term of office of less than 2 years shall be appointed until the end of their term of office.

Article 122

All existing University and/or Foundation regulations shall remain in force until new ones are enacted in accordance with this statute.

**CHAPTER XXII
FINAL PROVISIONS**

Article 123

- (1) All regulations necessary for the implementation of this Statute shall be finalised no later than one year from the date of its entry into force.
- (2) This Statute shall come into effect on the date of its adoption.

Enacted in Semarang
on 10 May 2019

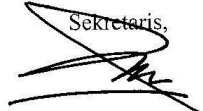
**THE BOARD OF YAYASAN PEMBINA LEMBAGA PENDIDIKAN
PERGURUAN TINGGI PGRI SEMARANG**

Ketua,



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