Executive Summary of Academic and Support Man Power Plan of DoMATH ITS

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

There are some considerations in determining the need of academic staffs in DoMATH ITS:

1. Student body consisting of Undergraduate, Master, and the estimation of Doctorate students in 2019. According to our estimation, there are 610 students (500 Undergraduate students, 90 Master students, and 10-20 Doctorate students). The ideal ratio between academic staffs and students is 1:11. Thus, approximately 50-55 lecturers are needed.
2. List of retired academic staffs every year (65 years old for ordinary academic staff and 70 years old for professors).
3. Ratio between Associate Professors and Full Professors to all academic staffs.
4. Field of interest developed by DoMATH ITS and the availability of academic staffs. The field of interest may slightly change, depending on the research trends and market needs.
5. Estimation of lecturer's ranks every year.

Meanwhile, the competencies of ITS PTNBH support staff in the global era are characterized by: have an international standard work ethic, have adequate English language skills, have international standard work ability, able to provide services (according to the analysis of their respective positions) in accordance with international standards, and actively act in the realization of ITS internationalization programs.

The considerations in determining the need of support staffs is based on the regulation of ITS. The ITS regulation considers the number of students, the distribution of role, the retirement age, and required competencies. The support staff is retired at 58 years old.

Based on this description, DoMATH ITS have a plan for the recruitment of academic staff and its competencies for 2016-2030. The competencies are designed according to the active research at that time and the market needs.