

Tutor Notes

Module 2 - Managing Resources (Faculty and Physical Resources)

Programme title:	IHILEAD
Module #:	2
Module title:	Managing Resources
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Item #	Activity	Tutor notes	Support material
1	Introduce the agenda of this session- Managing Resources – Faculty and Physical Resources	<p>Introduce the workshop and the objective, it will cover:</p> <ul style="list-style-type: none"> ● The issue of human resources planning, relating staff qualification and student-to-staff ratio and environmental setting change ● The structure the employment status and workload policies ● The need of the physical resourcing in the higher education <p>The theme of this session is to provide the key objectives, and introduce</p>	Ppt slide 2-3
2	Higher Education System in Indonesia	This section describes general understanding of higher education system in Indonesia, also about the mechanism and regulation	PPT slide 4-6
3	Education Challenge in 2025	<p>This section explains about the education challenge that we will meet in the future. Some new skills and what's the need of education to prepare for it</p> <p>Facilitator may provide small discussion in this part whether the resource is adequate to prepare the future condition? What is the expected state at a specific time ?</p>	PPT slides 7-8
4	Definition of Educator and Scientist	This section asks participants to reflect what is the definition of academic staff/lecturer? What is the difference between educator and scientist? Can we combine for this?	PPT slide 10
5	General issue in human resource management	This section discusses some issues related to the human resource in the organisation. How does the leader strengthen the issue? Some potential issues such as compensation and benefit, employee motivation, training and development and so on	PPT slide 11

6	Career Development Issue in Indonesia (as an educator)	<p>This part reviews some career development issues in Indonesia that we need to fulfil as an educator. This part also stresses the need to balance tridharma (education, research, and community services). Sometimes there is a trade-off between teaching and research activities that will affect workload and responsibility.</p> <p>Facilitator may provide a small discussion whether universities where the participants come from tend to stress in education, research, or community services?</p>	PPT slide 12-14
7	Staff Qualification and Workload Policies	<p>This section discusses some issues about staffing in higher education such as Student-to-staff ratios as a proxy for the quality of teaching and student-instructor. However, there is also growing a digitalization that potentially alter the relationship/ratio between student and academic staff numbers. Balance stability against flexibility (i.e. combination of civil servant status and more flexible arrangements)</p> <p>Trade-off between full-time or part-time (casual) of staffs or sourcing from professional</p> <p>Some discussion includes how do academics manage their activity: teaching, research, community services & administrative works ? How do academics allocate their time?</p>	PPT 15-17
8	Group activity:	<p>Discussion, Cases, Exercise, and Group Presentation:</p> <ol style="list-style-type: none"> 1. Working load 2. Digitalization vs person in teaching 3. More vs minimum number of students 	PPT 18-20
9	Physical Resources	<p>This section discusses typical physical resources in higher education, including the needs of facilitating teaching and research facilities. There is sometimes a trade off between the teaching and research facilities depending on the university mindset.</p> <p>It highlights the trade-offs between quantities such as class size, duration, frequency, and replication, on the one hand, and faculty teaching loads, on the other.</p>	PPT 22-24
10	Group activity	<p>Discussion, Cases, Exercise, and Group Presentation:</p> <ol style="list-style-type: none"> 1. Sources of funding can be used to improve the quality of infrastructure and strategy to improve the quality of infrastructures 2. Which physical resource investment will be chosen as the priority, based on effectivity and efficiency issues 	PPT 25-27

