

**GOVERNMENT REGULATION OF THE REPUBLIC OF INDONESIA
NUMBER 68 OF 2013
ON
THE STATUTE OF UNIVERSITAS INDONESIA
WITH THE BLESSINGS OF GOD THE ALMIGHTY
THE PRESIDENT OF THE REPUBLIC OF INDONESIA**

Considering : That in order to implement the provisions of Article 66 paragraph (2) the Law Number 12 of 2012 on Tertiary Education, Government Regulations on the Statute of Universitas Indonesia needs to be issued;

Referring to : 1. Article 5 paragraph (2) of the Constitution of the Republic of Indonesia of the year 1945;
2. The Law Number 12 of year 2012 on Higher Education (State Gazette of the Republic of Indonesia Year 2012 Number 158, Additional State Gazette of the Republic of Indonesia Number 53360;

HAS DECIDED :

To enact : GOVERNMENT REGULATIONS ON THE STATUTE OF UNIVERSITAS INDONESIA.

**CHAPTER I
GENERAL PROVISIONS**

Article 1

In this Government Regulation the following definitions are applied:

- (1) Universitas Indonesia hereinafter abbreviated as UI is a state institution of higher education which is a legal entity.
- (2) The Statutes of UI are the basic regulations for the management of UI which are used as the basis to establish operational regulations and procedures in UI.
- (3) *Majelis Wali Amanat* (the Board of Trustees) hereinafter abbreviated as MWA is an organ of UI which establishes and issues general policies of UI.
- (4) The Rector is an organ of UI that leads the running and management of UI.

- (5) *Senat Akademik* (the Academic Senate) hereinafter abbreviated as SA is an organ of UI that establishes, formulates, and enacts policies, provides considerations, and carries out supervision in the academic field.
- (6) *Dewan Guru Besar* (the Board of Professors) hereinafter abbreviated as DGB is the organ of UI which has the function of developing knowledge, upholding ethics, and developing the academic culture.
- (7) *Komite Audit* (the Audit Committee) hereinafter abbreviated as KA is an element of MWA which independently carries out the evaluation of internal and external auditing results of the implementation of UI for and on behalf of the MWA.
- (8) A faculty is a cluster of supporting resources that can be grouped according to Departments, which deliver and manage academic, vocational, or professional education in one branch of science, technology, and/or arts.
- (9) A Department is an element of the Faculty that supports the implementation of academic activities in one or several branches of science, technology, and/or arts in academic, professional, or vocational education.
- (10) Study Program is a unit of educational and teaching activities based on a curriculum and certain teaching methods in one type of academic education, professional education, and/or vocational education.
- (11) The Dean is the head of the Faculty in UI who has the authority and responsibility for delivering education in every respective Faculty.
- (12) A Lecturer is a professional educator and scientist whose main duty is to transform, develop, and disseminate science and technology through education, research, and service to the community.
- (13) Students are the targets of education at Higher Education level at UI.
- (14) Administrative staff are members of the society that have dedicated themselves and have been appointed to carry out their main duty of supporting the implementation of Higher Education in UI.
- (15) *Rencana Kerja Anggaran* (Budget Work Plan) hereinafter abbreviated as RKA is the income budget work plan and the expenditure budget work plan which form the basis of financial management which is based on the work plan which is the detailed description of the strategic plan.

- (16) The Ministry is an organ of the government which is in charge of Educational affairs.
- (17) The Minister is the minister who is in charge of Educational affairs.

Article 2

- (1) The vision of UI is to become an outstanding and competitive center of science, technology, and culture through its endeavors to increase the welfare of the people through education and to contribute to the development of the Indonesian people and the world.
- (2) The Missions of UI are:
 - a. to provide extensive and equal access to quality education and teaching.
 - b. to implement Tridharma activities which are of high quality involving moral integrity and are relevant to the challenges faced at the national and global level;
 - c. to produce graduates with high intellectual capacity, moral integrity, and ability to complete at a global level; and
 - d. to create an academic atmosphere which is able to support the achievement of UI's vision.

Article 3

UI aims at:

- a. creating an inclusive educational community based on good behavior, faith, integrity, plurality, mutual respect in a safe, and friendly environment;
- b. preparing students to become intelligent graduates with a conscience through educational programs that have a clear focus to apply, develop, enrich, and promote science, technology, and culture;
- c. developing and disseminating science, technology, and culture and to ensure that they are applied to enhance the dignity and life of the people and to enrich national culture;

- d. encouraging and supporting active participation of all members of the university in providing community services and developing a democratic, prosperous, and civilized society as an independent moral force;
- e. strengthening the role of the implementers of higher education, and cooperating with professional agencies and associations to ensure that the graduates acquire professional expertise;
- f. enhancing the quality and quantity of services to the nation, state, and world through collaboration, partnership, and opportunities to enrich culture and life-long education; and
- g. investing in the professional development of all members of UI and also in useful technology to achieve competitive advantage through teaching, research, and services to the society.

CHAPTER II

IDENTITY

Part One

Status, Location, and Anniversary

Article 4

UI is a legal entity state university which is autonomous in managing its academic and non-academic matters.

Article 5

UI is located in Jakarta.

Article 6

The 2nd February is the Anniversary (*dies natalis*) of UI.

Part Two
Symbol, Hymn, and Flag

Article 7

- (1) UI has a symbol, hymn, and flag which are its attributes.
- (2) The symbol of UI as referred to in paragraph (1) is a *makara* which is golden yellow in color which symbolizes the tree of knowledge with water coming out from the mouth of the *makara* which is collected in the shell of wisdom.
- (3) The symbol and hymn as referred to in Article 1 are stated in the attachment which is an integral part of this Government Regulation.
- (4) Further provisions about the symbol, hymn, and flag shall be governed by the Regulations of the Rector.

CHAPTER III
THE IMPLEMENTATION OF TRIDHARMA
(THREE PILLARS OF HIGHER EDUCATION)

PART ONE
EDUCATION

Section 1
Academic Freedom

Article 8

- (1) Members of UI have academic freedom and scientific autonomy in responsible implementation of activities related to education and the development of science, technology, and/or arts.
- (2) The code of ethics for academic freedom and scientific autonomy is part of the code of ethics for all members of the university which is enacted by the Rector with the approval of the DGB.

Article 9

- (1) Scientific autonomy must be developed by UI as a role model in developing professionalism, independence in thinking and action, and can be accounted for academically.
- (2) Scientific autonomy as referred to in paragraph (1) is the autonomy of academic members of the university in one branch of science, technology, and/or arts to research, develop, present, and/or to maintain scientific truths according to rules, scientific methods, and the academic culture.
- (3) DGB is responsible for supervising, developing, and ensuring scientific autonomy in UI.

Section 2

Student Enrollment

Article 10

UI guarantees a system of student enrollment for all levels of education which is conducted in an objective, transparent, accountable manner paying attention to equality of education.

Article 11

- (1) UI accepts new students for the undergraduate level through the national student enrollment system.
- (2) In addition to the student enrollment referred to in paragraph (1), UI can accept new students for the undergraduate (*sarjana*) program through:
 - a. Interest and talent search; and/or
 - b. Other methods of student enrollment carried out by UI.
- (3) UI must seek and recruit prospective Indonesian students who have the best academic achievement but are economically disadvantaged, with the provision of at least 20% of the total number of new students at undergraduate level.
- (4) To comply with the provisions referred to in paragraph (2), UI shall provide scholarships or support in the form of educational tuition fees which are charged to

the state budget and income/expenditure budget and regional expenditures, and/or other parties in accordance with the provisions of the laws and regulations.

- (5) UI is required to allocate scholarships or educational tuition fees for economically underprivileged Indonesian students and/or students with good academic achievement, for at least 20% of the total number of students.
- (6) Students as referred to in paragraph (2) can pay their tuition fees in accordance with their economic conditions, receive a scholarship, receive support for paying tuition fees, and/or are exempted from tuition fees.
- (7) Scholarships and/or support for tuition fees as referred to in paragraph (4) is borne by the Government, regional government, UI, and/or other parties.
- (8) Provisions concerning admission of new students at post-graduate level, professional education, and vocational education are governed in the Regulations of MWA.
- (9) Further provisions concerning the procedure of allocation and admission of students as referred to in paragraph (2), paragraph (3), and paragraph (5) shall be governed by the Regulations of the Rector.

Section 3

Open Session

Article 12

- (1) The Open Session of UI is held for graduations, the University Anniversaries, inaugurations of professors and appointments of Doctor Honoris Causa.
- (2) The Open Session of UI is headed by the Rector and attended by the SA and DGB.
- (3) The Open Session of MWA is held to listen to the rector's annual speech and final speech at the end of the Rector's term of office.
- (4) The Open Session of MWA is held by MWA and attended by SA and DGB.
- (5) Further provisions concerning the procedures of the implementation of open session of UI are governed by the Regulations of MWA.

Section 4
Titles and Awards

Article 13

UI awards titles to the graduates in accordance with their level and type of education in accordance with the provisions of the laws and regulations.

Article 14

- (1) UI is entitled to award a doctor *honoris causa* (an honorary doctorate degree) to a person for his/her dedication, thoughts, and outstanding services in exploring, developing, and advancing science, technology, and/or arts.
- (2) Further provisions concerning the prerequisites and procedures of awarding an honorary doctoral degree as referred to in paragraph (1) are governed by the Regulations of MWA based on the recommendations and considerations of DGB.

Part Two
Research

Article 15

- (1) UI shall develop research that aims at
 - a. Developing science, technology, arts and enriching the learning experience and knowledge;
 - b. Becoming an indicator of the level of progress of a university and the progress and level of the civilization of the nation;
 - c. Improving the independence, progress, competitiveness, and welfare of the people as well as the quality of human life;
 - d. Fulfilling the strategic needs of national development; and
 - e. Encouraging Indonesian people to become people of knowledge.
- (2) The research referred to in paragraph (1) is developed by UI or through cooperation with agencies, enterprises, and/or national and/or international cooperation in accordance with the provisions of the laws and regulations.

- (3) UI reserves the right to use the income derived from research activities and the utilization of research results for the development of the University.
- (4) Further provisions concerning research are governed in the Regulations of the Rector.

Article 16

- (1) UI shall support, facilitate, and encourage research activities as a form of freedom of thought, academic freedom, and responsibility of academicians.
- (2) Research activities as referred to in paragraph (1) shall be guided by a research system used in the University which is governed by the Rector's Regulations based on the considerations of SA.
- (3) UI is obliged to allocate at least 10% (ten percent) of its operational costs for research activities.
- (4) The research results of the University's academicians shall be disseminated through publications, seminars, and/or patents supported by UI, unless the results of research are confidential, disturbing, or harmful to the general public.
- (5) The research results of the University's academicians which are published in international journals may obtain patents for use by the industry as appropriate technology, and/or the results can be used as sources of learning.

Article 17

- (1) The rector establishes centers or agencies that manage on-going research in certain fields of knowledge or strategic studies which are in accordance with the vision and missions of UI, after obtaining academic consideration from SA and non-academic consideration from MWA.
- (2) The establishment of centers and agencies as referred to in paragraph (1) are governed by the Decisions of the Rector.

Part Three
Community Service

Article 18

- (1) Community service comprises activities of the academic community in disseminating knowledge, thus bringing science, technology, and/or arts into the life of the people in order to promote public welfare and enriching the intellectual life of the nation by prioritizing non-profit principles.
- (2) Services for the people are activities carried out by the academic community in disseminating knowledge, thus bringing science, technology, and/or arts into the life of the people in order to promote public welfare and enriching the intellectual life of the nation by prioritizing non-profit principles.
- (3) Community services are carried out in various forms of activities in accordance with the academic culture, expertise, and/or scientific autonomy of the academicians and the socio-cultural conditions of the people upholding the principles and values of the University.
- (4) The results of community service are used in the process of development of science, technology, arts and in the process of enriching the sources of learning and/or teaching and the maturation process of the academic community.
- (5) Further provisions on community services as referred to paragraph (1) to paragraph (4) shall be governed by the Rector's Regulations after being approved by SA.

CHAPTER IV MANAGEMENT SYSTEM

Part One

General

Article 19

The organs of UI comprise:

- a. MWA;
- b. The Rector
- c. SA; and
- d. DGB

Article 20

- (1) The Organs of UI as referred to in Article 19 perform their functions in accordance with their respective duties and authorities.
- (2) The relationship between the organs among UI organizations/institutions is based on the spirit of collegiality with mutual view and balance against one another.
- (3) Decision-making in meetings held by MWA, SA, or DGB shall be conducted by deliberation to reach consensus.
- (4) If the decision as referred to in paragraph (3) is not reached, then the decision shall be made by voting in a meeting with an attendance that meets the quorum.
- (5) Further provisions concerning voting as referred to in paragraph (4) shall be governed by the Regulations of MWA.

Article 21

- (1) Coordination meetings between UI organs are periodical meetings that are held by MWA together with the Rector, SA, and DGB.
- (2) Coordination meetings between UI organs can also held to handle issues of the highest importance in UI.

- (3) If the coordination meetings between UI organs referred to in paragraph (1) and paragraph (2) are held to make decisions, this shall be conducted by deliberation to reach consensus.
- (4) If the coordination meeting between UI organs referred to in paragraph (3) is not able to make a decision, then MWA has the authority to make the decision.
- (5) Decision-making by MWA as referred to in paragraph (4) is conducted by deliberation by and among the participants of the MWA meeting which fulfils the required quorum.
- (6) If the decision making as referred to in paragraph (5) is not reached, then the decision-making will be done by voting in the MWA meeting with an attendance that meets the quorum.
- (6) Further provisions on voting as referred to in paragraph (6) shall be governed by the Regulations of MWA.

Part Two
Board of Trustees (MWA)

Article 22

- (1) MW shall have 17 (seventeen) members.
- (2) The elements of MWA shall consist of:
 - a. the Minister;
 - b. the Rector;
 - c. 7 (seven) Lecturer representatives;
 - d. 6 (six) Public representatives;
 - e. 1 (one) Administrative Staff representative;
 - f. 1 (one) Student representative.
- (3) All members of MW shall be appointed and dismissed by the Minister based on SA proposal of SA.

Article 23

- (1) The Minister may appoint an officer from within the Ministry to attend MWA meetings.
- (2) Any member of MWA representing Lecturers as referred to in Article 22 paragraph (2) letter c must be chosen by SASA from among the Lecturers outside the SA membership having the required experience and/or expertise, commitment, integrity, strong academic achievement, as well as insight into and interest in higher education.
- (3) Any member of MWA representing the Public as referred to in Article 22 paragraph (2) letter d must be chosen by SA from among those having good reputation, commitment, competence, integrity, vision, insight into and interest in higher education development, no conflict of interest, and not being a political party member.
- (4) Any member of MWA representing the Administrative Staff as referred to in Article 22 paragraph (2) letter e must be chosen democratically by the Administrative Staff, and must have commitment, competence, integrity, and strong work achievement.
- (5) Any member of MWA representing Students as referred to in Article 22 paragraph (2) letter f must be chosen democratically by the Students, and must have commitment, competence, integrity, and good performance.

Article 24

- (1) The members of MWA, except for those representing Students, shall be appointed for a term of 5 (five) years, and may be reappointed for another 1 (one) term.
- (2) The members of MWA representing the Students shall be appointed for a term of 1 (one) year, and may be reappointed for another 1 (one) term.
- (3) MWA shall be headed by a chair and assisted by a secretary for a term of 2.5 (two point five) years, and may be reappointed for another 1 (one) term.
- (4) The members of MWA shall have equal voting rights except in the event of a Rector's appointment and dismissal.

- (5) In the event of a Rector's appointment and dismissal, the members of MWA from the Minister element shall have 35% (thirty five percent) voting rights out of the total voting rights.
- (6) In the event of a BOT meeting where the Rector's performance is appraised, the meeting shall be held without the Rector's attendance.
- (7) Any member of MWA having a conflict of interest over a subject matter being discussed by MWA shall have no voting rights in the event of decision making.

Article 25

- (1) MWA shall have the following duties and obligations:
 - a. to establish UI¹'s public policy upon receiving consideration from SA and the Board of Professors (DGB);
 - b. to exercise supervision of UI's financial condition;
 - c. to endorse the Long-Term Development Plan (RPJP²), Strategic Plan (Renstra³), and Work Plan and Budget (RKA⁴), as well as evaluate their implementation;
 - d. to provide input to the Rector on UI management, and the implementation of laws and regulations ;
 - e. to appraise the Rector's performance annually, jointly with SA and DGB;
 - f. to appoint and dismiss UI Rector; and
 - g. settle any UI-related issue that fails to be solved by any other organs upon consideration in a cross-organ coordination meeting.
- (2) In the event the issue as referred to in paragraph (1) letter g cannot be settled by MWA, it shall be settled by the Minister.

¹ Universitas Indonesia

² *Rencana Pembangunan Jangka Panjang*

³ *Rencana Strategis*

⁴ *Rencana Kerja dan Anggaran*

Article 26

- (1) MWA may delegate its authority in writing to the Rector for certain duties.
- (2) When performing its duties, MWA shall be assisted by:
 - a. the AC⁵; and
 - b. the risk committee.
- (3) Provisions for the duty assignment and type of duty as specified in paragraph (1) shall be stipulated in a Regulation of MWA.
- (4) The budget necessary for performing the duties of MWA shall be allocated to the University budget.

Article 27

- (1) The AC as referred to in Article 26 paragraph (2) letter a shall consist of at least 5 (five) persons, comprising a chair, a secretary, and members.
- (2) The chair of the AC shall be a member of MWA from the public element and have competence in organization, accounting, and finance, and has adequate time and commitment to performing its duties.
- (3) The members of the AC shall be appointed for a term of 5 (five) years and may be reappointed for another 1 (one) term.
- (4) The chair, secretary, and members of the AC shall be appointed and dismissed by MWA.
- (5) The AC shall have the following duties:
 - a. to review UI's internal audit policy formed by the internal control unit;
 - b. to provide recommendation to MWA to appoint and hire external audit staff;
 - c. to request and review an internal audit report on a regular basis;
 - d. to monitor follow-up of external audit report;
 - e. to study and assess internal and external audit findings to be communicated to MWA;
 - f. to perform risk management analysis as consideration for MWA when approving any agreement on the use of UI's properties.

⁵ Audit Committee

- (6) When carrying out its work, the AC may obtain all the necessary information from the internal control unit and the external auditor.
- (7) Information disclosure between the AC and the auditor shall be specified in an Audit Committee Charter and an Internal Audit Charter.
- (8) The duties of the AC shall be described in detail in the Audit Committee Charter.
- (9) The AC shall be responsible to MWA.
- (10) Further provisions for the requirements, procedures for appointing, and dismissing the members of the AC shall be stipulated in a Regulation of MWA.
- (11) The AC shall consist of members collectively having expertise in:
 - a. accounting, including public sector accounting;
 - b. auditing;
 - c. organization; and
 - d. law.
- (12) The budget for performing the duties of the AC shall be allocated to the University's budget.

Article 28

- (1) The risk committee as referred to in Article 26 paragraph (2) letter b shall consist of at least 5 (five) persons, comprising a chair, a secretary, and members.
- (2) The chair of the risk committee shall be a member of MWA from the public element and have competency in business, organization, and risk management.
- (3) The members of the risk committee shall be appointed for a term of 5 (five) years and may be reappointed for another 1 (one) term.
- (4) The chair, secretary, and members of the risk committee shall be appointed and dismissed by MWA.
- (5) The risk committee shall be responsible to MWA.
- (6) The risk committee shall have the following duties:
 - a. review UI's risk guidelines;
 - b. review the risk aspect of UI's development and cooperation policies;
 - c. ensure that UI performs a risk analysis of significant development and cooperation plans; and

- d. evaluate the risk analysis of UI's development and cooperation proposals.
- (7) The risk committee shall consist of members collectively having expertise in:
- a. risk management;
 - b. finance;
 - c. communication;
 - d. marketing; and
 - e. information technology.
- (8) Further provisions for risk analyses, procedures for appointing, and dismissing the members of the risk committee shall be stipulated in a Regulation of MWA.

Article 29

The chair and secretary of MWA shall not hold any concurrent position as:

- a. leader and other structural positions in UI or any other higher education institutions;
- b. structural positions in any central and local government agencies and institutions; or
- c. any other position that may cause a conflict of interest with UI's interest.

Part Three

Rector

Chapter 1

Rector and Vice Rector

Article 30

- (1) A Rector shall be a leader overseeing UI's affairs, assisted by a Vice Rector(s).
- (2) When managing and overseeing UI's affairs, the Rector shall be assisted by at most 4 (four) Vice Rectors.
- (3) The field of duty and authority of each Vice Rector may comprise academic and student affairs, research and innovation, development and cooperation, as well as finance and general administration.

Article 31

- (1) The Rector shall be appointed and dismissed by MWA for a term of 5 (five) years and may be reappointed for another 1 (one) term.
- (2) The Vice Rector(s) shall be appointed and dismissed by the Rector for a term of 5 (five) years and may be reappointed for another 1 (one) term.

Article 32

- (1) Any Rector candidate shall be recruited by a Rector candidate recruitment and selection committee formed by MWA.
- (2) The Rector candidate recruitment and selection committee shall consist of members coming from groups of stakeholders, including Lecturers, employees, members of the Public, although each element shall not represent the interest of its own group, but rather act as a team member of which purpose is to identify and recommend the most qualified Rector candidates.
- (3) The members of the Rector candidate recruitment and selection committee must be qualified, have integrity, professional, have the required competency, have no conflict of interest, have no affiliation to any political party, maintain broad networking, as well as committed to UI's interest.
- (4) The Rector candidate recruitment and selection committee shall search for and select Rector candidates via publications by applying the principles of accountability, transparency, and meritocracy.
- (5) The Rector candidate recruitment and selection committee shall submit a number of Rector candidate names to MWA to be chosen from.
- (6) Further provisions for the Rector selection shall be stipulated in a Regulation of MWA.

Article 33

- (1) The Rector shall meet the following main requirements:
 - a. Indonesian national;
 - b. physically and mentally sound;
 - c. educated and hold a doctorate degree;

- d. have integrity, commitment, and strong leadership;
- e. have the creativity to develop UI's potentials;
- f. have a deep insight into higher education;
- g. under 60 (sixty) years old by the time of the appointment as a Rector according to the prepared schedule;
- h. free from any political, economic interests, and any other external interests conflicting with UI's interest; and
- i. have never been accused of a crime punishable by at least 5 (five) years of imprisonment.

Article 34

- (1) The Rector position shall end when the person:
 - a. is 65 (sixty five) years old;
 - b. voluntarily resigns;
 - c. deceases;
 - d. commits a deplorable action;
 - e. is physically and mentally unsound; or
 - f. is accused and/or convicted of a crime punishable by imprisonment.
- (2) The Rector shall be dismissed by MWA upon receiving consideration from SA and DGB.
- (3) The vacant Rector position shall be filled by one of the Vice Rectors until the term ends, according to the decision of MWA.

Article 35

The Rector and the Vice Rector(s) must not hold any concurrent position as:

- a. official in another education unit, both overseen by the government and the public;
- b. official in a government agency, both central and local;
- c. official in a state/local government owned enterprise and private enterprise;
- d. member of a political party or an organization affiliated to a political party; and/or

- e. another position having a conflict of interest with UI.

Article 36

- (1) The Rector shall have the following duties and obligations:
 - a. to prepare a strategic plan to be approved by MWA;
 - b. to prepare a work plan and budget and any amendment thereto to be endorsed by MWA;
 - c. to manage education, research, community service according to the work plan and budget;
 - d. to appoint and dismiss any official under the Rector, Faculty heads, and any other unit heads under it in accordance with the applicable policies;
 - e. to appoint and dismiss any non-civil servant employee in accordance with the applicable laws and regulations;
 - f. to carry out a good UI management function;
 - g. to manage UI's properties and optimally use them for UI's interest;
 - h. to nurture and develop a good relationship between UI and the environment and the public in general;
 - i. to follow-up recommendations and decisions of UI's organizational elements according to their functions and roles;
 - j. to establish, merge, and/or dissolve any Faculty, Department, and/or study program as it deems necessary upon SA' approval; and
 - k. to submit UI's performance and financial accountability reports to MWA.
- (2) Further provisions for the Rector's authority as referred to in paragraph (1) shall be stipulated in a Regulation of MWA.
- (3) The Rector shall be responsible for managing and overseeing UI's affairs within its purview to MWA for non-academic field, and to SA for academic field.

Article 37

- (1) The Rector shall have the authority to represent UI in and out of court.
- (2) The Rector shall have no authority to represent UI if:
 - a. a court case arises between UI and the Rector or its appointed proxy; and/or
 - b. he/she has a conflict of interest with UI's interest.
- (3) In the event of the situation as referred to in paragraph (2), MWA may appoint someone to represent UI's interest.

Chapter 2

Rector's Apparatus

Article 38

The Rector's apparatus shall include:

- a. the academic implementing element, comprising Faculties, schools, Departments, institutions, and centers;
- b. the academic supporting element that may be established at University and Faculty levels;
- c. the administrative implementing element, comprising directorates and divisions at University level, as well as divisions at Faculty level;
- d. the quality assurance element, comprising units at University and Faculty levels for academic matters, and internal control units for non-academic matters;
- e. the commercial and development activity implementing element; and
- f. the public service implementing element.

Part Four
Academic Senate

Article 39

- (1) SA shall consist of:
 - a. ex-officio members comprising the Rector, Faculty Deans, and school heads;
 - b. representative(s) of Professors from every Faculty; and
 - c. representative(s) of non-Professor Lecturers from every Faculty;
- (2) The representative(s) of Professors nominated by the Faculty's BOP shall be at most 2 (two) persons for each Faculty.
- (3) In the event the number of Professors in the Faculty is less than 2 (two) persons, it may be filled by a non-Professor Deputy Lecturer.
- (4) The non-Professor Deputy Lecturer nominated by the Faculty shall be at most 2 (two) persons for each Faculty.
- (5) The members of SA shall meet the following requirements:
 - a. have a prominent academic reputation, especially in education and research, and well-recognized in their field or cluster in science;
 - b. have a deep insight into higher education;
 - c. are educated and have a doctorate degree;
 - d. tenured Lecturer holding an academic functional position of at least *lector kepala*;
 - e. have at least 5 (five) years of teaching experience in their field in UI; and
 - f. have commitment and integrity.
- (6) The members of SA shall be appointed for a term of 5 (five) years and may be reappointed for another 1 (one) term.
- (7) SA shall be headed by a chair and assisted by a secretary for a term of 5 (five) years.
- (8) The ex-officio members of SA may not be appointed as the chair and shall have no voting rights in the event of a vote.
- (9) The chair of SA may not hold any concurrent position as the chair of another organ of UI, as well as the head of another unit within UI.

- (10) When performing its duties, SA may set up commissions of which duties, authority, work procedures, and membership compositions are decided by SA.
- (11) Provisions for the procedure for holding SA meetings shall be stipulated in a Regulation of MWA.

Article 40

- (1) SA shall have the following duties and obligations:
 - a. set academic norms and policies as well as oversee their implementation;
 - b. provide consideration/input for the Rector in developing and/or amending any Long-Term Development Plan, Strategic Plan, and Work Plan and Budget related to academic matters;
 - c. provide consideration for the Rector on opening, merging, or closing any Faculty, Department, and study program;
 - d. oversee the Three Pillars of Higher Education (*Tridharma Perguruan Tinggi*) policy and implementation in UI as set forth in the Strategic Plan;
 - e. oversee the education quality assurance policy and implementation ;
 - f. provide consideration for MWA on the Rector's performance in academic field.
- (2) The result of the development and formulation in paragraph (1) shall be communicated to MWA to be decided.
- (3) SA shall choose the members of MWA representing the Lecturer and Public elements as well as nominate the members of MWA to be decided by the Minister;
- (4) The budget for performing the duties of SA shall be allocated to UI's budget.

Part Five
Board of Professors

Article 41

- (1) DGB shall have the following duties and obligations:
- a. to provide guidance on academic life and moral integrity as well as ethics of *civitas academica*;
 - b. to establish and ensure the implementation of the code of ethics of *civitas academica*;
 - c. to provide consideration and direction of knowledge development in UI, both in a specific discipline and towards multidisciplinary and interdisciplinary development;
 - d. to ensure the adoption of regulations on academic freedom, freedom of academic forum, and scientific autonomy;
 - e. to assess and approve the promotion of functional positions of *lektor kepala* and Professors to be followed-up by the Rector;
 - f. to investigate and recommend a sanction for norm and ethics violations by *civitas academic* to be decided and imposed by the Rector;
 - g. to propose to confer or revoke honorary degrees and academic awards to be decided by the Rector;
 - h. to coordinate and consult with the Faculty's BOP;
 - i. to monitor, develop, and guarantee scientific autonomy in UI; and
 - j. to provide consideration/input for the Rector in developing and/or amending any Long-Term Development Plan, Strategic Plan, and Work Plan and Budget in academic field.
- (2) The members of DGB shall be representatives of every Faculty's DGB, consisting of 5 (five) persons.
- (3) DGB shall be headed by a chair and assisted by a secretary, both of whom are chosen by the members of DGB for a term of 5 (five) years and may be reappointed for at most another 2 (two) terms.

- (4) When performing its duties, DGB may set up a number of commissions of which duties, authority, and work procedures are decided by DGB.
- (5) A working committee of DGB shall be tasked with coordinating the committees as referred to in paragraph (4).
- (6) The members of the working committee of DGB and the committees shall be nominated by the Faculty's DGB through a democratic selection in each Faculty.
- (7) The term of the members of the working committee of DGB and the Committees shall be 5 (five) years, and they may be reappointed for another 1 (one) term.
- (8) The budget necessary for performing the duties of DGB shall be allocated to UI's budget.

Part Six Manpower

Article 42

- (1) UI's employees shall consist of Lecturers and Administrative Staff.
- (2) The employees as referred to in paragraph (1) shall consist of:
 - a. civil servants;
 - b. permanent employees; and
 - c. non-permanent employees.
- (3) The permanent and non-permanent employees shall be stipulated in the Rector's Regulations.
- (4) The civil servants as referred to in paragraph (2) letter a shall be a civil service position implemented in accordance with the laws and regulations.
- (5) The civil service position as referred to in paragraph (4) shall only be held by a civil servant.

Article 43

- (1) Any Lecturer and Administrative Staff having civil servant status shall be recruited by the Government upon UI's proposal based on a need analysis for a human resource development plan.

- (2) The Lecturer and Administrative Staff having civil servant status shall be appointed and receive career development in accordance with the civil service laws and regulations .

Article 44

- (1) The rights and obligations as well as functional career development of UI tenured Lecturers shall be equal to those of civil servant Lecturers.
- (2) Any career position shall be prioritized to be occupied by the Administrative Staff having the required qualifications.
- (3) Further provisions for the qualifications as referred to in paragraph (2) shall be stipulated in the MWA Regulations. MWA.

Article 45

- (1) Any civil servant from other ministries shall be appointed as a UI tenured Lecturer upon the Faculty's proposal based on the needs of the University.
- (2) The Lecturer as referred to in paragraph (1) shall receive functional career development from UI, of which functional position credit score is communicated to the other ministries in accordance with the laws and regulations.

Article 46

- (1) Any non-tenured Lecturer shall be appointed under an employment agreement with UI and can subsequently be appointed as a tenured Lecturer or civil servant in accordance with the laws and regulations.
- (2) Specifically for supporting staff, any non-permanent Staff shall be appointed as needed.

Article 47

In the event of outsourcing, UI must refer to the laws and regulations and require completion of work from any outsourcing company, provided that the company complies with the code of conduct in accordance with UI ethics.

Part Seven
Students

Article 48

- (1) All UI Students shall have the following rights:
 - a. to receive quality education;
 - b. to use education facilities and infrastructures for curricular, co-curricular, and extracurricular activities.
 - c. to set up student organizations and receive facility and infrastructure support as well as funding to support the student organization activities; and
 - d. to receive scholarships and tuition grants in accordance with the requirements set by UI.
- (2) The Students shall have the following obligations:
 - a. conform to the education norms to ensure a smooth process for a successful education;
 - b. maintain ethics and comply with the rules and regulations stipulated by UI;
 - c. bear part of the costs of education, except those exempted from such obligations under the terms of UI , and
 - d. be responsible for the use of funds allocated for supporting student activities.
- (3) Further provisions for the rights and obligations of student as referred to in paragraph (1) and paragraph (2) shall be stipulated in the MWA Regulations.

Article 49

- (1) Any foreign national may become an UI Student.
- (2) Further provisions for the procedure for admitting foreign nationals as referred to in paragraph (1) shall be stipulated in a Rector's Regulation .

Article 50

- (1) Students shall develop their talents, interests, and personal skills through co-curricular and extracurricular activities as part of their education.
- (2) The co-curricular activities shall be programmed to enhance the competency of UI graduates.
- (3) Students may participate in extracurricular activities to support the competency of UI graduates.
- (4) The co-curricular and extracurricular activities as referred to in paragraph (1) may be undertaken by joining student organizations.
- (5) All UI student organizations shall have the obligation to carry out the organization and its function according to the values, objectives, ideals, and principles of the University.
- (6) UI shall provide facilities and infrastructures as well as funding to support student organization activities.
- (7) Further provisions for the co-curricular and extracurricular activities as well as student organizations as referred to in paragraph (1) and paragraph (4) shall be stipulated in the Rector's Regulations.

Part Eight

Alumni

Article 51

- (1) UI Alumni have an organization which is called the UI Alumni Association or *Ikatan Alumni UI* (ILUNI UI).
- (2) Further provisions concerning the relationship between UI and ILUNI UI are stipulated in the Rector's Regulations.

CHAPTER V
INTERNAL QUALITY ASSURANCE SYSTEM

Part One
Academic Supervision

Article 52

- (1) The supervision of the enforcement of academic norms and provisions at UI is carried out by SA.
- (2) The Rector is responsible for carrying out the observation and evaluation of academic activities as a means of demonstrating the accountability of academic activities at UI.
- (3) Evaluation as referred to in paragraph (2) is carried out by the Academic Quality Assurance Board or *Badan Penjaminan Mutu Akademik*.
- (4) Evaluation as referred to in paragraph (2) is carried out to assess
 - a. Students' learning outcomes, in order to observe the process, progress, and improvement of their learning outcomes in a sustainable way; and
 - b. Study programs at all educational levels, in order to assess the level of Higher Education National Standards or *Standar Nasional Pendidikan Tinggi* and Higher Education Standards or *Standar Pendidikan Tinggi* which they have achieved.

Part Two
Nonacademic Supervision

Article 53

- (1) Supervision of the implementation of nonacademic activities is carried out by MWA and KA.
- (2) The Rector carries out the supervision and evaluation of the implementation of nonacademic activities, together with other UI leaders.

CHAPTER VI
CODE OF ETHICS

Article 54

- (1) Members of the UI academic community are bound by a code of ethics which requires them to
 - a. defend and maintain their personal integrity;
 - b. defend and maintain the reputation and dignity of UI; and
 - c. exercise discipline when carrying out duties and fulfilling responsibilities.
- (2) The Code of ethics as referred to in paragraph (1) is prepared by SA and DGB.
- (3) The Code of ethics as referred to in paragraph (2) is established by the Rector.

Article 55

- (1) Members of UI academic community who commit any act and/or activity in contravention of UI Statutes and/or regulations or decisions which are prevailing at UI are subject to penalties imposed by authorized officers in accordance with the applicable laws and regulations.
- (2) Further provisions concerning the mechanisms for imposing penalties as referred to in paragraph (1) are set forth in the MWA Regulations.

CHAPTER VII
FORMS OF AND PROCEDURES FOR REGULATION IMPLEMENTATION

Article 56

- (1) In addition to the laws and regulations, UI internal regulations are also applicable at UI.
- (2) UI internal regulations as referred to in paragraph (1) consist of
 - a. MWA regulations;
 - b. Rector's regulations;
 - c. SA regulations;
 - d. DGB regulations; and

- e. Dean's regulations.
- (3) MWA, together with Rector, SA, and DGB, prepares UI bylaws which shall be established under the MWA Regulations.
- (4) By-laws as referred to in paragraph (3) shall contain the instructions for implementing UI Statutes which shall be observed by all UI organs.
- (5) Further provisions concerning the procedures for preparing regulations at UI are set forth in the MWA Regulations.

CHAPTER VIII PLANNING

Article 57

- (1) UI organs jointly prepare the RPJP by referring to the vision and missions of UI and by taking account inputs from all stakeholders and the general public.
- (2) The RPJP shall be applicable for 20 (twenty) years, is prepared by a Team whose membership consists of the leaders of UI, MWA, SA, and DGB, and is subject to subsequent reviews and revisions.
- (3) The RPJP Team is established under a Rector's Decision, based on the recommendation of relevant Organs.
- (4) The UI RPJP is established by MWA.

Article 58

- (1) Renstra shall be applicable for 5 (five) years and is prepared by the Rector at the beginning of each of his/her term of office by referring to the RPJP.
- (2) Renstra is submitted to MWA for approval at least 3 (three) months after the Rector's appointment.
- (3) Renstra which has been approved by MWA shall be used as the main reference for the preparation of the RKA.
- (4) Further provisions concerning UI Renstra are set forth in the MWA Regulations.

CHAPTER IX
FUNDING AND ASSETS

Part One
Funding

Section 1
General

Article 59

- (1) UI financial management is carried out in an autonomous, consistent, reasonable, and fair way; in accordance with the applicable laws and regulations; and in an efficient, effective, transparent, accountable, and responsible way.
- (2) UI financial management is carried out by adhering to the principles of good internal control.
- (3) UI financial management must not hinder the implementation of activities pertaining to the Three Pillars of Higher Education or *Tridharma Perguruan Tinggi*.

Article 60

UI financial management consists of these activities:

- a. planning;
- b. budgeting;
- c. implementation;
- d. supervision; and
- e. accountability.

Section 2
Planning and Budgeting

Article 61

The UI budget period is from 1 January to 31 December.

Article 62

The RKA is prepared by the Rector each year and is the result of the consolidation of the budget plans of all work units at UI which shall at least cover the programs and activities, as well as their budgeted costs based on the performance targets which they seek to achieve.

Article 63

- (1) The RKA is submitted by the Rector to MWA for approval at least 2 (two) months before the commencement of each budget year.
- (2) In the event that MWA offers recommendations which may result in changes in and/or corrections to the RKA, the Rector shall revise it immediately after accepting the recommendations.
- (3) After its approval and enactment by MWA, the RKA shall constitute a budget implementation document and serve as the guidelines for all work units for implementing all programs and activities as described in the RKA.
- (4) Further provisions concerning the procedures for the implementation of the budget implementation document, as well as its control and supervision, are set forth in the MWA Regulations.

Article 64

- (1) The Rector may submit a revised budget implementation document at any time during the current budget year if
 - a. there is a significant change in income forecasts;
 - b. there is a change in performance targets; and/or

- c. there is an allocation of funds or programs and activities from the revised state revenue and expenditure budget or from the regional revenue and expenditure budget.
- (2) The revised budget implementation document as referred to in paragraph (1) is subject to the approval of MWA.

Section 3

Implementation

Article 65

- (1) The Rector has the authority over the management of UI finance in accordance with the applicable laws and regulations.
- (2) The Rector exercises his/her authority over the management of UI finance as referred to in paragraph (1) in a responsible, transparent, and accountable way.
- (3) The UI treasurer carries out the duties of receiving, keeping, releasing, and transferring money, goods, and/or securities, as well as recording them based on UI needs in accordance with the applicable laws and regulations.
- (4) The Rector may delegate the authority over financial management to a vice Rector who deals with financial matters, Faculties, schools, and *Lembaga Penunjang Kegiatan Tridharma Perguruan Tinggi* or Supporting Institutions for the Three Pillars of Higher Education Activities, and such delegation is further stipulated in the MWA Regulations.

Article 66

- (1) In terms of financial management, UI carries out these activities:
 - a. planning cash income and outgo;
 - b. receiving income from various legitimate sources;
 - c. keeping cash and managing bank accounts;
 - d. making payments;
 - e. acquiring funding resources in order to overcome short-term deficit; and

- f. managing cash, which includes using short-term cash surplus in an effective, efficient, and profitable way for the benefit of UI.
- (2) Cash management, which includes the implementation of all work unit budgets, is carried out by implementing a consistent and regular budget system which adheres to the principles of amount precision, time precision, reasonableness, and fairness.
- (3) The opening and closing of a bank account is carried out by the Rector by adhering to the principle of carefulness.
- (4) The utilization of short-term surplus as referred to in paragraph (1) point f is carried out by making short-term investments in the form of low-risk financial instruments.
- (5) Further provisions concerning the management of UI finance are set forth in the MWA Regulations.

Article 67

- (1) All income must be transferred to the UI account, while all outgo must be made through the same account.
- (2) Any income under UI's name must be reported in detail to the Rector, including the taxes pertaining to such income.

Section 4 Supervision

Article 68

- (1) The UI accounting system has been developed to generate UI financial statements, and this activity is carried out in accordance with generally accepted accounting standards.
- (2) The UI accounting system consists of
 - a. a financial accounting system;
 - b. a goods accounting system;
 - c. a services accounting system; and
 - d. a costs accounting system.

Article 69

- (1) All financial transactions must be supported by reliable proofs of transaction which are kept in a secure place.
- (2) The UI treasurer keeps all evidence of UI assets in accordance with the applicable laws and regulations.

Article 70

- (1) In order to maintain the reliability of UI financial statements,
 - a. the accounting system shall be implemented by applying a good internal control system;
 - b. the UI accounting system shall be able to generate the financial reports of all work units at UI, which can be accessed by the Rector and the relevant work units; and
 - c. the accounting system shall facilitate the implementation of financial reconciliation between the accounting activities performed at the UI Central Administration Building and those performed at each work unit.
- (2) Further provisions concerning the accounting system are set forth in the MWA Regulations.

Article 71

- (1) The UI internal control system shall be constantly implemented through
 - a. the effective and efficient implementation of activities;
 - b. the reliability of the accounting system or financial reports and statements;
 - c. asset security; and
 - d. adherence to UI policies or regulations, as well as to the applicable laws and regulations.
- (2) The Internal Control System constitutes part of the Rector's responsibility.
- (3) The sufficiency of internal control shall be continuously evaluated by an internal control unit and an external auditor and periodically reported to KA.
- (4) Further provisions concerning the internal control system are set forth in the Rector's Regulations.

Article 72

- (1) The UI financial reports are audited by a Public Accounting Firm.
- (2) MWA designates the Public Accounting Firm, while its selection process is carried out by KA.
- (3) If necessary, MWA may request that a special audit be carried out.

Section 5

Accountability

Article 73

- (1) In order to demonstrate the accountability of UI management, the Rector must submit an annual report each year to MWA, SA, and DGB which consists of
 - a. financial statements which have been audited by an external auditor; and
 - b. a performance report of academic and nonacademic activities.
- (2) The financial statements as referred to in paragraph (1) point a constitute a consolidated report of the financial reports of UI and the financial reports of units dealing with the implementation of commercial and development activities.
- (3) The financial statements as referred to in paragraph (1) point a consist of
 - a. a budget realization report;
 - b. an activity report or operational report;
 - c. a statement of financial position;
 - d. a cash flow statement; and
 - e. notes to the financial statements.
- (4) The financial statements as referred to in paragraph (1) point a are accompanied by, as appendices, the financial statements of units dealing with the implementation of commercial and development activities.
- (5) UI financial statements are prepared in accordance with generally accepted accounting standards.
- (6) The summary of the audited financial statements shall be announced to the general public and become a public document.

- (7) In order to demonstrate his/her accountability at the end of his/her term of office, the Rector must deliver an end-of-term report in front of an open session of MWA which consists of
- a. financial statements which have been audited by an external auditor;
 - b. internal financial statements up to the transfer of leadership in the final year of the Rector's term of office; and
 - c. an implementation report of academic and nonacademic activities.
- (8) Further provisions concerning the performance report of academic and nonacademic activities as referred to in paragraph (1) point b are set forth in the MWA Regulations.

Part Two
Income, Cost, and Expenses

Section 1
Income

Article 74

- (1) The Government allocates funds for the implementation of higher education by UI in the state revenue and expenditure budget.
- (2) In addition to the income which comes from the state revenue and expenditure budget as referred to in paragraph(1), UI income may also come from
- a. the general public;
 - b. education fee;
 - c. the management of endowment funds;
 - d. income from UI business units or entities;
 - e. cooperation projects pertaining to *Tridharma*;
 - f. the management of state assets which are provided by the central government and the regional government for the development of higher education; and /or
 - g. other legitimate sources.

- (3) UI income which comes from fund resources as referred to in paragraph (2) constitutes UI revenue which is managed in an autonomous, transparent, and accountable way.
- (4) UI income as referred to in paragraph (2) does not constitute non-tax state revenue.
- (5) UI income in the form of education fees is set based on the standards of operational cost units in accordance with the applicable laws and regulations by taking account of the financial situation of the Students, their parents, or other people providing for the Students' education.
- (6) UI income as referred to in paragraph (1) and paragraph (2) is divided into two types:
 - a. unrestricted income; and
 - b. restricted income.
- (7) In addition to sources of income as referred to in paragraph (1) and paragraph (2), UI may also receive funds from the regional revenue and expenditure budget.

Article 75

UI income which is derived from the state revenue and expenditure budget or the regional revenue and expenditure budget shall be included in RKA under these conditions:

- a. in the event that the state revenue and expenditure budget or the regional revenue and expenditure budget allocates the funds in the form of subsidies, grants, aids, or donations, such funds shall be recorded in RKA as a component of the UI income budget; and
- b. in the event that the funds for any programs and activities are derived from the state revenue and expenditure budget or the regional revenue and expenditure budget, such funds shall be recorded in RKA both as a component of the UI income budget and as a component of the program and activity expense budget.

Section 2

Cost

Article 76

- (1) UI income as referred to in Article 74 paragraph (1) and paragraph (2) is utilized for covering UI operational costs for
 - a. the fulfillment of the students' needs;
 - b. the implementation of the Three Pillars of Higher Education;
 - c. the improvement of the quality of education and teaching;
 - d. other uses in accordance with the applicable laws and regulations.
- (2) The utilization of the UI income as referred to in paragraph (1) is set forth in the RKA in accordance with the applicable laws and regulations.

Section 3

Funds

Article 77

UI shall allocate funds for programs pertaining to the implementation of the Three Pillars of Higher Education in a reasonable proportion in accordance with UI policies established by MWA.

Part 3

Procurement of Goods or Services

Article 78

- (1) The procurement of goods or services is carried out in accordance with the principles of efficiency, economy, transparency, and accountability.
- (2) The procurement of goods or services which utilizes the funds from the state revenue and expenditure budget is carried out in accordance with the applicable laws and regulations.
- (3) Provisions concerning the procurement of goods or services which does not utilize the funds from the state revenue and expenditure budget are set forth in the Rector's Regulations.

Part Four

Assets

Section 1

General Principles and Scope

Article 79

- (1) The management of UI assets is carried out as part of the effort to achieve UI goals.
- (2) The management of UI assets is carried out in an autonomous, reasonable, consistent, efficient, effective, transparent, and accountable way, and in accordance with the applicable laws and regulations.
- (3) The management of UI assets is carried out by adhering to the principles of good internal control.

Article 80

- (1) UI assets consist of
 - a. real property, with the exception of land which is derived from the state revenue and expenditure budget and/or the regional revenue and expenditure budget and from other legitimate sources in accordance with the applicable laws and regulations;
 - b. personal property; and
 - c. intellectual propertywhich are duly proven to be the legitimate assets of UI.
- (2) Intellectual property as referred to in paragraph (1) point c consists of patents, copyrights, and other intellectual property rights, whether they are entirely or partially owned by UI.

Section 2
UI Land and Buildings

Article 81

- (1) UI original assets constitute separated state assets, with the exception of land.
- (2) All UI original assets as referred to in paragraph (1) constitute state assets which are attached to UI and whose value is determined by the minister who carries out the government's duties in the area of finance.
- (3) State-owned property in the form of land in the possession of UI as referred to in paragraph (1) can be utilized by UI, while the proceeds from such land shall constitute UI income, which shall be utilized for financing the implementation of UI duties and functions.
- (4) The utilization of state assets in the form of land as referred to in paragraph (1) can be carried out by UI after obtaining the approval of the minister who carries out the government's duties in the area of finance and must be reported to the said minister.
- (5) Land as referred to in paragraph (1) constitute state-owned property, and its utilization is entrusted to UI and cannot be transferred or mortgaged to any other party.
- (6) Land as referred to in paragraph (1) is recorded as an asset in UI statement of financial position with sufficient explanation provided in the notes to the financial statements.
- (7) The administration of the separation of state assets to be placed as part of UI original assets is carried out by the minister who carries out the government's duties in the area of finance.
- (8) Any land which is acquired and owned by UI apart from the land as referred to in paragraph (1) can be transferred to other parties after obtaining the approval of MWA.

Article 82

- (1) Buildings which are utilized by UI and have been granted by the state constitute separated state assets.
- (2) The management of buildings owned by UI which are not utilized for activities pertaining to the Three Pillars of Higher Education can be transferred to other parties after obtaining the approval of MWA.
- (3) The functional conversion and/or management of buildings which do not constitute separated state assets can be carried out after obtaining the approval of MWA and in accordance with the applicable laws and regulations.
- (4) The proceeds from the functional conversion of buildings as referred to in paragraph (3) constitute UI income.

CHAPTER X TRANSITION PROVISIONS

Article 83

- (1) UI is required to reform UI management and operation as the result of its change of status from a State-owned Legal Entity to a legal entity state university at least 1 (one) year after this Government Regulation comes into force.
- (2) UI is required to adjust the structure, nomenclature, number, and function of its units and organizations in accordance with the provisions set forth in this Government Regulation at least 1 (one) year after this Government Regulation comes into force.
- (3) For the first time, in accordance with this Government Regulation, DGB shall form SA at least 3 (three) months after this Government Regulation comes into force.
- (4) SA as referred to in paragraph (3) shall appoint and coordinate the appointment of MWA members and recommend their names to the Minister within a maximum period of 2 (two) months.
- (5) The appointment of the Rector in accordance with this Government Regulation shall be carried out by MWA at least 1 (one) year after this Government Regulation comes into force.

- (6) Adjustment as referred to in paragraph (2) shall be regulated by the Rector's Decision after obtaining the approval of MWA.

CHAPTER XI

CONCLUDING PROVISIONS

Article 84

- (1) The status of UI permanent staff members and UI State-owned Legal Entity staff members can be converted into the status of civil servants in accordance to the applicable laws and regulations.
- (2) In the event that any Lecturers and Administrative Staff Members at UI are not willing to become civil servants, they may become UI permanent staff members instead.

Article 85

- (1) The Rector determines the status of Lecturers and Administrative Staff Members who cannot have the status as set forth in Paragraph 86 paragraph (1) as UI permanent staff members through a recruitment system which is regulated in a Rector's Decision by taking account of their length of service, level (*golongan*), education level, salary, rank (*pangkat*), and career development.
- (2) The determination of employment status as referred to in paragraph (1) applies only to Lecturers and Administrative Staff Members with a length of service of at least 2 (two) consecutive years .
- (3) The Rector shall take into account the Length of service, level (*golongan*), education level, salary, rank (*pangkat*), and career development as referred to in paragraph (1) since the time when a Lecturer or Administrative Staff Member was first appointed under a Dean's Decision Letter or under the decision letter of the head of any work unit whose operation is recognized at UI and which carry out at least one function of the Three Pillars of Higher Education.

Article 86

All existing regulations and policies in UI remain in effect to the extent they are not in contravention of this Government Regulation or have not been replaced by new ones in accordance with this Government Regulation.

Article 87

Upon this Government Regulation coming into effect, Government Regulation Number 152 of 2000 on the Establishment of Universitas Indonesia as a State-owned Legal Entity (State Gazette of the Republic of Indonesia Year 2000 Number 270) is declared to be revoked and no longer in effect.

Article 88

This Government Regulation shall come into effect from the date it is promulgated.

In order that every person may know of it, the promulgation of this Government Regulation is to be published in the State Gazette of the Republic of Indonesia.

Issued in Jakarta

on 14th October 2013

PRESIDENT OF THE REPUBLIC OF INDONESIA

signed

DR. H. SUSILO BAMBANG YUDHOYONO

Promulgated in Jakarta

on 14th October 2013

MINISTER OF LAW AND HUMAN RIGHTS OF
THE REPUBLIC OF INDONESIA,

signed

AMIR SYAMSUDIN

STATE GAZETTE OF THE REPUBLIC OF INDONESIA YEAR 2013 NUMBER 166

This duplicate copy is in conformity with its original

MINISTRY OF STATE SECRETARIAT OF THE REPUBLIC OF
INDONESIA

Assistant Deputy Minister for Legislation

on Politics and the People's Welfare

Wisnu Setiawan