

# Strategic Plan and Work Program Faculty of Forestry, Bogor Agricultural University Year 2020 – 2025

**FACULTY OF FORESTRY AS THE FACULTY OF THE FUTURE  
(Faculty of Forestry as The Future Faculty)**



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## **FOREWORD**

Praise be to Allah SWT for His Mercy and Grace so that the proposed Draft Strategic Plan and Work Program of the Faculty of Forestry, Bogor Agricultural University in 2020 – 2025 can be completed. The proposed draft Strategic Plan and Work Program of the Faculty of Forestry of IPB for 2015-2020 was prepared using the Strategic Plan of IPB 2019-2023 and GBHF of the Faculty of Forestry of IPB 2015-2020 as the main reference. The achievement of the Strategic Plan of IPB depends on the achievement of the Strategic Plan of the faculties, including the Faculty of Forestry, so that the achievements of the Strategic Plan of the Faculty of Forestry must contribute to the Strategic Plan of IPB to support the achievement of IPB's vision of 2019- 2023.

However, the Strategic Plan of IPB is not an accumulation of the Strategic Plan of all faculties, because there are other work units, namely directorates and several Study Centers. Besides referring to the Strategic Plan of IPB, the Strategic Plan of the Faculty of Forestry of IPB is also an elaboration of the GBHF of the Faculty of Forestry of IPB. The subject matter of the proposed draft Strategic Plan includes background, strategic issues, SWOT analysis, Vision, Mission, and Objectives, Development Strategy of the Faculty of Forestry, Strategic Policy of the Faculty of Forestry of IPB, and the Work Program of the Faculty of Forestry of IPB for 2020-2025.

Thanks are conveyed to all members of the Senate of the Faculty of Forestry of IPB who provided the opportunity to present the proposed draft of the Strategic Plan and Work Program of the Faculty of Forestry of IPB for the year 2020-2025. If the Senate of the Faculty of Forestry of IPB considers that the proposed draft of the Strategic Plan can be used, then the process can be followed up to be refined and set to become the Strategic Plan of the Faculty of Forestry of IPB for 2020-2025.

# **FACULTY OF FORESTRY AS THE FACULTY OF THE FUTURE**

## ***Faculty of Forestry as The Future Faculty***

### **BACKGROUND**

The role and gait of the Faculty of Forestry IPB will continue to grow and increase when able to position themselves appropriately in the dynamics of existing developments. The Industrial Revolution Era 4.0 is an opportunity and challenge that can be optimized to strengthen the role and position of the Faculty of Forestry of IPB in the national, regional and global arena.

The Faculty of Forestry of IPB is 57 years old, where its role in building the quality of human resources (HR) whose alumni then take part in the world of forestry development practices in Indonesia has been recognized and recognized nationally. Likewise, educators (lecturers) have produced their ideas and contributed them to forestry development practices that are known and recognized nationally.

Many forest management concepts originating from the Faculty of Forestry, IPB, have been adopted by the government and forestry business actors in Indonesia, including the TPI (Indonesian Selective Cutting) concept, multi-silvicultural systems, Social Forestry, Forest Management Units (KPH), and Conservation Districts.

In organizing the Tri-dharma of Higher Education, the Faculty of Forestry of IPB contributed significantly and actively participated in the movement towards the realization of civil society through various efforts that were arranged systematically and gradually, preparing quality human resources in the *learning society* and *knowledge society*. The teaching and learning process that encourages the creation of graduates with high competitiveness is carried out by formulating technology that combines the realm of technical and non-technical sciences. Utilization of other scientific fields such as political ecology and political economy, social, institutional, policy, social capital, is a non-technical scientific domain that should be implemented. Therefore, the implementation of the Tri Dharma of Higher Education, including the Tri Dharma of the Faculty of Forestry, IPB in the future, must formulate relevant formulas for forestry education (*hard sciences*) and applied social sciences (*soft sciences*).

During the last five years (2015-2020) the realization of various collaborations in the fields of education and research between the Faculty of Forestry, IPB and other parties from within and outside the country has been running. Cooperation partner institutions include the government (central, local government), BUMN/BUMS, universities, international organizations and government agencies of other countries. Lecturer staff and students of the Faculty of Forestry IPB have been involved in research and education collaboration. These various achievements are one of the basic capital for the Faculty of Forestry IPB to continue to develop its role as an influential forestry university at the national and international level.

For this reason, various efforts are needed to make it happen. Various international cooperation networks in the field of education and research have been carried out, among others, with universities in Germany, France, Japan, Korea, ASEAN, and other Asia. The Faculty of Forestry of IPB has been trying to gain international recognition through the international accreditation process for study programs or departments

Including DHH by *the Society of Wood Science and Technology* (SWST) of the United States and International certificates for DSVK and DKSHE by the *ASEAN University Network-Quality Assurance* (AUN-QA). The lecturers in each department have very diverse expertise specifications, so that at the national and international level they also color every work related to their specialization.

The Faculty of Forestry of IPB is also required to guarantee the implementation of academic freedom, academic pulpit and scientific autonomy. The Faculty of Forestry of IPB is expected to consistently encourage the development of various superior products that have the potential to be able to compete at national and international levels. In order for all policies to be achieved, the implementation of academic development must be supported by a *good governance* system based on self-evaluation, audit results, and benchmarking, as well as taking into account input from groups of scientists in the forestry sector (*forest scientists*) and others.

Management of the Faculty should be carried out based on the principle of accountable autonomy by utilizing human resources, physical resources, and financial resources, efficiently and effectively. In order for the direction and process of faculty academic administration to be clear and controlled, the Faculty Leader should prepare a **Strategic Plan** (Renstra) Five Years in a harmonious and synergistic manner. The achievement of the Strategic Plan of IPB depends on the achievement of the Strategic Plan of the faculties, including the Faculty of Forestry, so that the achievements of the Strategic Plan of the Faculty of Forestry must contribute to the Strategic Plan of IPB to support the achievement of IPB's vision of 2019- 2023 as presented in Figure 1 below.

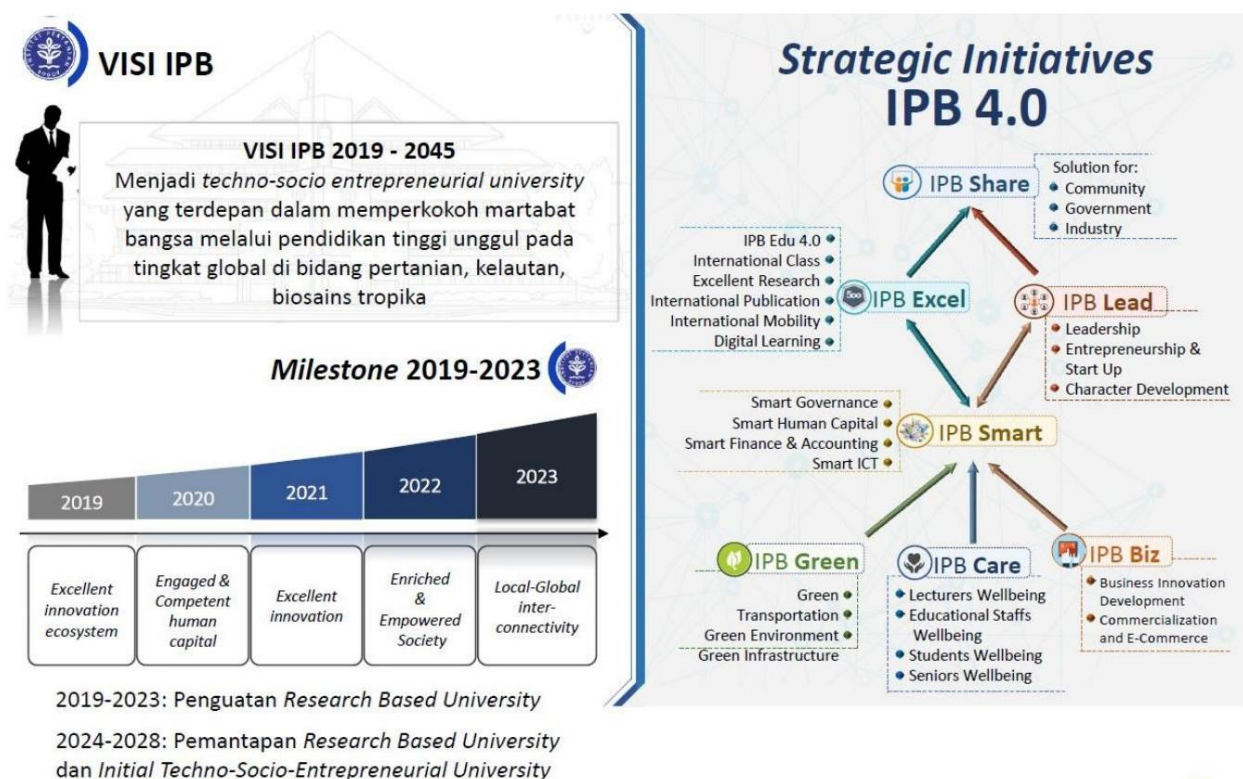


Figure 1. The Vision of IPB and the Strategic Plan of IPB 2019-2023 with its Achievement Strategy

## KEY ISSUES AND PROBLEMS FOR FORESTRY EDUCATION

In addition to its natural beauty, Indonesia has become a global community concern because Indonesia's tropical rainforest ecosystem is recognized as the largest and richest in biodiversity. The Faculty of Forestry of IPB is expected to be able to take advantage of the unique geographical position of Indonesia, which is located between two continents and two oceans, with biodiversity as natural wealth.

The world community pays attention to the benefits of environmental services (*environmental services*) from forest ecosystems for human life. The various benefits that result from forest ecosystems include food, medicine, wood, fiber, and bio-fuels; water management, natural recreation; ecological functions and processes: decomposition, nutrient cycling, photosynthesis, and plant pollination. Forestry has a very important position in controlling global climate change. Programs to accelerate the reduction of greenhouse gas emissions, from deforestation and forest degradation, sustainable forest management, forest and biodiversity conservation, *green economy*, and so on.

The utilization of forest ecosystems is currently mostly carried out on wood and other by-products. Utilization of food, medicine and ecotourism is only in the development stage and has not been implemented optimally, as is the use of *biofuels* not started intensively. The Faculty of Forestry of IPB actively participates in solving actual national and global forestry problems such as forest management, rehabilitation and conservation of forest resources, and efficient use of forest products in order to realize sustainable and environmentally sound forestry development.

However, the phenomenon currently being faced by the Faculty of Forestry is indeed very complex and dilemmatic. It's only natural that Bill Reading said and even wrote "The University in Ruins". Faculties, like universities, face a double *crisis*. On the one hand, faculties face such strong market demands and on the other hand many faculties are slow to respond (*response to imbalance*) to various changes that occur in this era of disruption.

The stronger the pressure that comes from the outside and the performance that has not been maximized from within, the faculty must try their best to stay strong. *Rising demand* which even some experts say that *demand is overloaded* from outside, for example *social responsibility, world of works, link and match, among faculties or university competitiveness*, and even *university ranks* in the form of accreditation and certification entangling higher education.

Meanwhile, internal performance such as *resistance on management*, weak innovation, *scarcity of resources, leadership*, and/or not functioning of all components have brought difficulties for the development of quality faculties. This condition is further exacerbated by the budget for higher education in faculties that is getting smaller while the public's demand for cheap and quality education is getting stronger. Several strategic problems and issues that have been identified are presented in Figure 2 below.

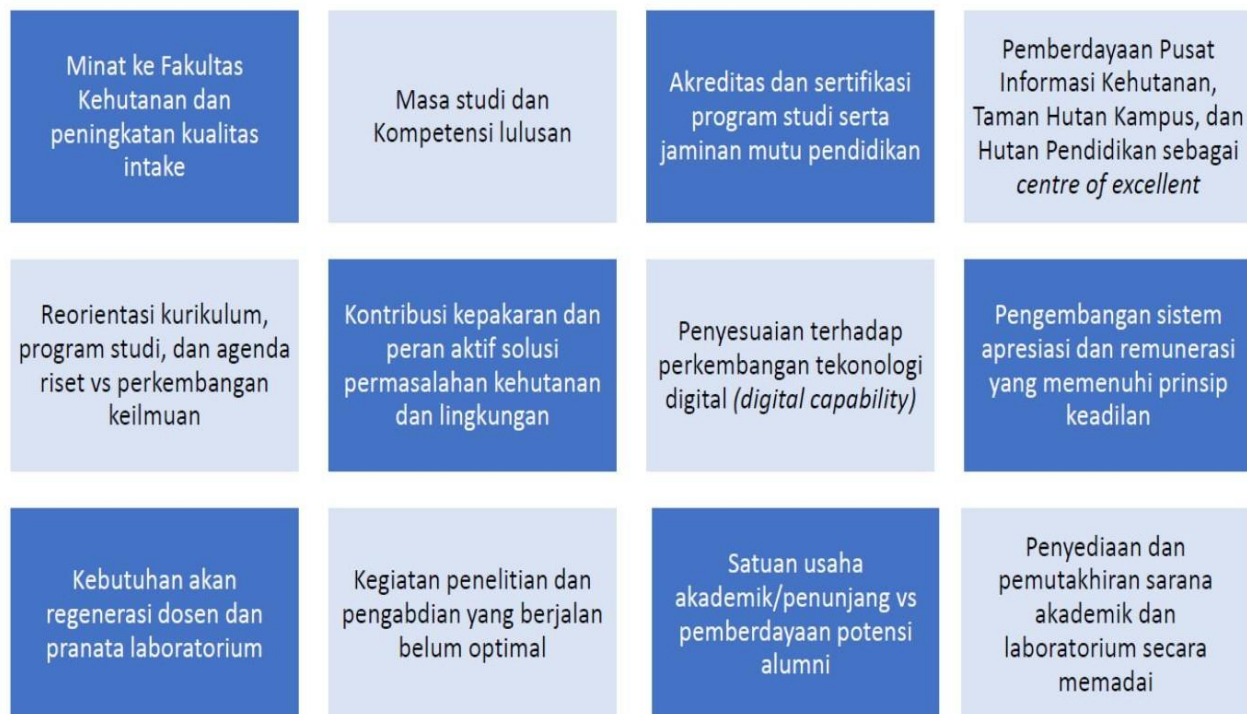


Figure 2. Problems and Strategic Issues in the Faculty of Forestry

The problems faced by the Faculty of Forestry of IPB are related to the main issues of the development in national higher education, namely:

**(1) Increasing the nation 's competitiveness:**

- a) The competence of graduates of the Faculty of Forestry, IPB, has not been able to compete in the international job market
- b) Strengthening state-of-the-art science and technology in supporting forestry-based economic growth and competing internationally is still weak
- c) The contribution of expertise in directing forestry is still weak

**(2) Improving the health of higher education organization in the Faculty of Forestry, IPB:**

- a) The *institutional capacity building* is not yet optimal
- b) The system of providing higher education in forestry at IPB has not been optimal in carrying out good performance monitoring and evaluation system
- c) Accountability of the management unit at the Faculty of Forestry, IPB in achieving *output, outcomes and objectives* have not gone well
- d) Professionalism of human resources in organization and management is still necessary fixed

**(3) The implementation of quality assurance in the implementation of higher education has not been fully implemented properly** Future forestry education has many real challenges, namely

- a) In terms of forest management as an ecosystem, various levels of human resources (HR) are needed to manage forest ecosystems
- b) In terms of resources that can be utilized from the forest in a sustainable manner, various levels



of human resources are needed who understand each biological resource in the forest so that their use does not damage the continuity of the existing resources.

- c) In terms of competencies that must be possessed by forest managers (production, conservation, and protection) that are measurable and recognized nationally and internationally, forestry education must adapt to the KKNl and need to be prepared to obtain certification both nationally and internationally.
- d) Forests as part of the environment, it is necessary to see the environment as a holistic system so that any changes that occur in the forest will always affect other environmental systems.
- e) Future forestry education must also prepare human resources who can predict future forest conditions and also how to respond quickly to changes that occur
- f) Globalization that occurs requires forestry education not only to meet domestic needs but also the needs of forestry human resources on a regional and global scale.
- g) Forestry education is currently developing and has a very wide variety of needs, although it does not necessarily require a large number of departments.
- h) Indeed, people only see the output aspect without caring how the process is so complicated and dilemmatic. The fact that there are many "educated unemployed" is always an indicator of the quality of graduates. Therefore, the quality of these outputs can be improved either through *short-term solutions* or *long-term effects* which are programmed in a planned manner by the university which of course must involve the faculty. In this case, the faculty must remain focused on the creation of a *knowledge society* that can only be done in an *excellent academic* atmosphere so that the output will speak volumes in the field.



**The Future Faculty** provides solutions to current problems from the faculty level. For this reason, the criteria for the desired faculty must first be determined, including:

### **1. Faculty of Future Leaders**

Making the faculty with the main function of a university to produce quality alumni, not only as job seekers, but also as future leaders of the nation future. Departments under the faculty are facilitated to open or restructure specializations or study programs that are not only sought and needed by the market but are useful for creating future leaders in various forestry and environmental sectors. The faculty encourages Curriculum Reorientation with a new three-literacy approach, integration of *hard skills* and *soft skills* into the curriculum structure, mapping and updating the *school of thought* / scientific level of IPB education in a new literacy perspective through the arrangement of multi-strata study programs. Alignment of the learning process is carried out with two approaches, namely the "blended learning" system and/or MOOCs (*Massive Open Online Courses*), ODL (*Online Distance Learning*), whose learning implementation refers to the Indonesian Online Learning System. It is undeniable that updating the skills and skills of lecturers in the virtual learning process needs to be enriched which includes the preparation of *virtual teaching materials/ e-learning* not just CBI (Computer-based Instruction), heutagogy development for virtual learning, and development of assessment designs for virtual learning outcomes in perspective. achievement of LO (*Learning Outcome*).

### **2. Center of Excellent Faculty**

Conducting research activities (research) is a must for PT in accordance with the Tridharma of Higher Education. Favorite faculty should have a lot of research results and publications. The Faculty of Forestry acts as a *Center of Excellence* which provides flexibility to all lecturers in the faculty for research and scientific publications by emphasizing the usefulness of research results, and it is more effective if done by establishing partnerships between faculty stakeholders, government, industry and society. The faculty also encourages leadership in research that leads to the creation of high social and economic impact. The expansion of interconnectivity is a smart solution in dealing with challenges in the era of disruption. Cooperation and collaboration in the era of global competition has become the concern of the Faculty of Forestry of IPB in winning the competition and delivering its innovations worldwide.

### **3. ICT Based Faculty**

*Information and Communication Technology* (ICT) will continue to be a rapidly growing technology in the future. Faculties must immediately respond to the era of *Volatility, Uncertainty, complexity and ambiguity* (VUCA), not to be "outdated". One of the characteristics of the Industrial Revolution 4.0 is the emergence of *disruptive innovation* in all lines and joints of life that changes the pattern of global education. *Disruptive Innovation* has changed society from *Industrial Society* to *Smart Society*; change the lifestyle from *Time Constraint* to *Connected* and *Timeless*; millennials are becoming *Creative, Connected, Fast, Borderless, and Collaborative* generations . Educational institutions including Faculties

Forestry IPB is required to be friendly and achieve successful development of the field of information and communication technology which is characterized by a stable internet network (Existing, Fast, and Secure), systems that are integrated with one another, and the management of *big data* and *data science* in the forestry sector . well. Using *e learning* in the *blended curriculum system* in the learning process is a necessity.

#### **4. Eco-Friendly Faculty**

Making the Faculty of Forestry IPB a faculty that is environmentally friendly and energy efficient. So far, university faculties have been one of the main contributors to pollution, waste and energy wastage. In the future, we strive to be the first role model in environmental issues and energy saving. This includes developing the behavior of the academic community with an environmental perspective (*green Movement*), to create an environmentally friendly campus of the Faculty of Forestry, IPB: *zero waste, zero emission, rich in bio-and cultural-diversity*, as well as creating campus conditions that are safe, comfortable and conducive to the system. successful learning, as well as supporting *agro-eco-edu-tourism programs*.

#### **5. Faculty for Corps Empowerment, Care and Respect**

The role of the faculty in the future as a center for community development in the surrounding community needs to be improved in the form of corps empowerment, community-based activities, strengthening entrepreneurship and business education in a sustainable manner through the development and updating of the role of student institutions/organizations in helping the community with work partners and empowering alumni. Currently *the gap* (gap) between the civitas and the community is increasingly visible. One of the plus criteria that the best faculty need to have is a close relationship between lecturers, employees, students, and the community. It is based on the principles of mutual care/protection *and* mutual *respect*.

Holding events that involve members of the faculty as a whole (*family gathering*) in the form of discussions, seminars, hospitality.

*Without change and innovation, we will be abandoned. Then, the question is whether we are ready or not to drive a change. We have to be ready for it. It's all about creating a perfect storm of change and doing disruptive innovation, about how technology can reach human insights. In this digitalization era, let's move together !*

**VISION, MISSION, AND OBJECTIVES OF THE FACULTY OF FORESTRY IPB  
YEAR 2015-2020**

In accordance with the stages that have been formulated in the Long Term Plan (RJP) of IPB, the period 2019-2023 is the stage of Strengthening Research-based University. The focus of the development of IPB in this period was strengthening research based universities through strengthening research culture, increasing research performance and strengthening relevance that gave birth to innovations that had recognized reputations as well as developing innovation and business with strong support from research management systems, educational and research infrastructure, funding, management information systems, incentive systems for publications, and innovation and intellectual property management. In order to answer the challenges of the industrial era 4.0 and align with IPB's long-term vision, IPB's vision for the period 2019-2023 is:

*"To become a research-based university and a leader in innovation for the independence of the nation towards a techno-socio entrepreneurial university that excels at the global level in the fields of agriculture, marine, tropical biosciences"*

The vision contains key words which are described as follows:

**Research-Based** Universities are universities that:

- 1) Creating a consistent research climate and producing research results that are able to take part in the international sphere and have an impact on improving the quality of IPB.
- 2) Have the ability to build an education system with a strong research culture and superior.
- 3) Making research results as the basis in the implementations education, research and community service.
- 4) Have the ability to build a collaborative system that focuses on the synergy of research in various disciplines or inter/transdisciplinary sciences and forms an effective network inside and outside IPB.
- 5) Provide funds and science and technology facilities needed in inter/transdisciplinary development and provide solutions for the community in the process of sustainable ecological, economic, social and cultural change.

At the **forefront** is to be a pioneer, pioneer, leader, inspirer, example and role model, change agent and become the main reference.

**Innovation** for the independence of the nation is a contribution in producing novelty products and services as a result of the application of science and technology that can strengthen the ability of the Indonesian people to meet their basic needs that are quality and sustainable and competitive.

**Techno-socio entrepreneurial universities** are:

- 1) Universities that use a balanced approach to technology, sociology, and entrepreneurship so that their governance focuses on developing cognitive and technological capabilities in responding to and actively participating in overcoming problems faced by the nation; contribute significantly to economic development, community empowerment, industrial strengthening and social enrichment; as well as
- 2) has a strong attraction for prospective students and other parties to cooperate

**Superior** are:

- 1) Having international standard excellence in agriculture, marine and bioscience tropical
- 2) Have a work culture system that meets international standards in implementing Tridharma of Higher Education to be able to produce quality and excellent graduates at the national and international levels

**Global** is the self-awareness of IPB residents as global citizens who have care and contribution to a sustainable earth (the sustainability of the earth) and the welfare of the earth's citizens with justice.

The fields of agriculture, marine and tropical biosciences are three fields which are strategic fields which are the mandate of IPB in accordance with the IPB statutes, which include the cluster of agricultural sciences and related sciences including forestry sciences which support the development and development of agriculture in a broad sense for the progress of the Indonesian nation, including basic sciences, marine sciences, engineering, humanities, health, economics, business, management, communication and social and political sciences.

The Faculty of Forestry of IPB must place itself under the umbrella of IPB's vision. Because the Faculty of Forestry of IPB translates and operates the large framework that has been made by IPB. The long-term vision of IPB as stated in the IPB Statute (PP No. 66 of 2013), is: The Faculty of Forestry of IPB is a unit that supports the achievement of the vision and mission of IPB in 2019-2023. The stages of achieving Fahutan's vision for the next five years which are in line with IPB's Vision are presented in Figure 4.

Therefore, **the vision** of the Faculty of Forestry of IPB for 2020-2025 is:

***"To become a leading faculty based on research and at the forefront of innovation for the independence of the nation towards a techno-socio entrepreneurial university that excels at the global level in the field of forestry and the environment for Indonesia's sustainability"***

Meanwhile , **the mission** of the Faculty of Forestry of IPB in 2020-2025 is to:

***"Organizing educational, research and community service activities for the advancement of science, technology in sustainable forest and environmental management for the progress and welfare of the nation"***

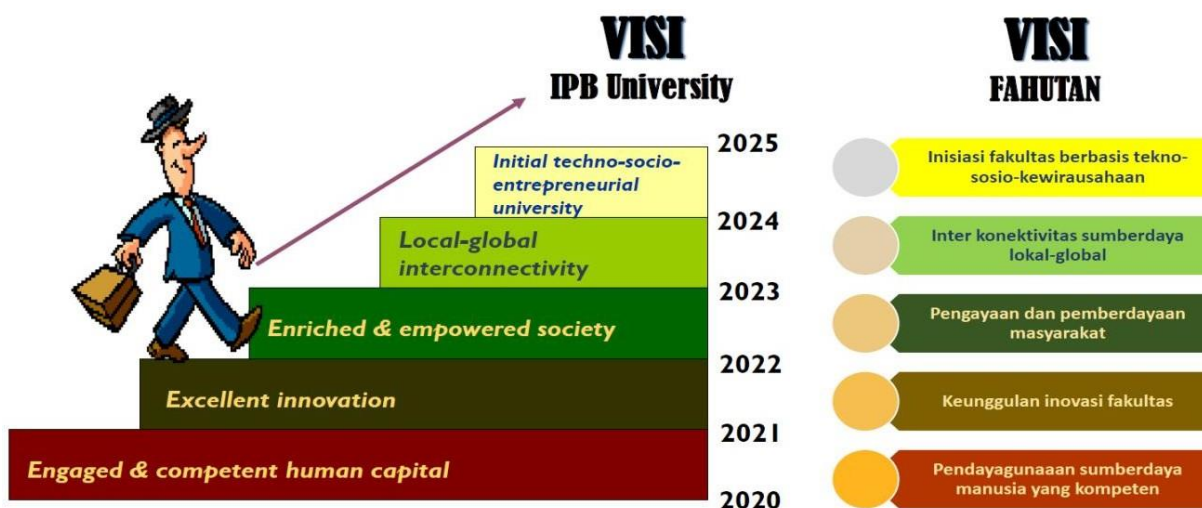


Figure 4. The Stages of Achieving Fahutan's Vision That Are Aligned with IPB's Vision

The purpose of providing education at the Faculty of Forestry, IPB, is in accordance with the mission and to achieve the vision of the Faculty of Forestry, IPB, which is presented in Figure 5, which is described as follows:

1. Produce quality graduates (*future leaders*) who are able to apply and develop science and technology in the forestry sector.
2. Produce environmentally friendly forestry science and technology innovations to support national development and improve people's welfare, and be ready to face the challenges of forestry development which are very dynamic due to the effects of rapid changes at the national or global level.
3. Faculty governance that is fair, transparent, participatory, accountable and integrated between fields to support the effectiveness and efficiency of resource utilization.
4. Strategic, synergistic and sustainable cooperation with partners in the field of forestry and environmental development.



Figure 5. Building on the Achievement of the Vision of the Faculty of Forestry

The desired conditions for developing the Faculty of Forestry of IPB in realizing quality and sustainable collective performance are selected taking into account the available resources, organizational capabilities and conformity with the demands of stakeholders within the framework of the achievement period, which are described as follows:

### **Short-term.**

Within the framework of increasing *nations' competitiveness*:

1. Increasing the attractiveness of educational programs to get prospective students who high quality.
2. Improving the quality of the methodology and learning process
3. Increasing the number of graduates with high academic quality (increasing GPA, decreasing length of study, increasing mastery of foreign languages, various computer applications as well as communication and adaptability).
4. Increased research activities of lecturers whose results are published
5. Increased activities of lecturers in community empowerment.
6. Increased student activities within the framework of strengthening national character and national integration, professionalism and science, independence and social responsibility.

### **Medium-term.**

Within the framework of increasing the *nation's competitiveness (nation competitiveness)*:

1. Increasing the relevance of graduates in mastering scientific competencies and “*soft skill*” competencies in the framework of meeting the needs of forest-based domestic/national workers and international work competition.
2. Increasing IPB's forestry expertise in mastering the latest science and technology in participating in encouraging forestry-based national development and international competition.
3. Increasing the contribution of IPB's forestry expertise in encouraging growth forest-based regional and national economy broadly.

### **Long-term.**

The realization of the Faculty of Forestry of IPB as a research- *based faculty* based on international standard *techno-socio-entrepreneurship* in the development of science and technology and human resources with broad main competencies in forestry and the environment.

## **FACULTY OF FORESTRY DEVELOPMENT STRATEGY (INTERNAL AND EXTERNAL FACTORS)**

Based on the self-evaluation of the Faculty of Forestry, IPB, the development strategy is based on internal and external factors that are faced. Forestry Faculty development strategy IPB can be described as follows:

### **SO Strategy**

1. Development of partnership programs through optimizing the use of expertise IPB forestry.
2. Optimizing the utilization of communication and information networks for development tridharma
3. Improving the quality of postgraduate education penyelenggaraan
4. Optimizing the utilization of facilities.
5. Increasing the contribution of IPB's forestry expertise to forestry problems as a whole large

### **WO Strategy**

1. Improving the quality of student input.
2. Increasing the efficiency of student study period.
3. Improving the quality and competence of graduates.
4. Development of libraries and e-learning.
5. Development of employment services and partnerships with the world of forestry work large.
6. Increasing the participation of lecturers in student activities.
7. Improving the quality of professionalism of supporting staff through education and/or training.
8. Development of research culture.
9. Optimization of education quality assurance.

### **ST strategy**

1. Improvement of service quality and promotion of undergraduate and postgraduate education IPB forestry.
2. Development of income generation activities by utilizing IPB's facilities, expertise and forestry competencies.

### **WT Strategy**

1. Development of an effective application of forestry science and technology.
2. Improved coordination of research programs and services to the community.
3. Increasing competitiveness in mastering the latest forestry science and technology.



## **FACULTY OF FORESTRY WORK PROGRAM FOR 2020-2025**

Based on the vision, mission, goals and strategies formulated, the Faculty's work program IPB Forestry in 2020-2025 are as follows:

### **A. Education Sector**

#### **Program 1: Improving the quality of education to create excellent and competent graduates as future leaders**

- 1) Improving the quality of student input.
- 2) Development of accredited laboratory facilities to support learning activities teach.
- 3) Development of international class for multi-level education and Development professional education program
- 4) Improving the quality of teaching materials and implementing effective learning methods.
- 5) Increasing the use of information technology to support teaching and learning activities.
- 6) Facilitating students through collaboration with partner institutions in practical activities work, and research activities
- 7) Improving the monitoring mechanism for student study progress and improvement graduate promotion.
- 8) Improvement of Academic Quality Assurance System and Maintenance of accreditation status national/international

### **B. Student Affairs**

#### **Program 2: Development of the student world through strengthening organizations, professions, and entrepreneurship**

- 1) Development of leadership and character education in student organizations
- 2) Entrepreneurship development;
- 3) Developing the ability to write scientific papers;
- 4) English language training;
- 5) Development of conducive student activity center;
- 6) Increasing student participation in scientific work competitions, entrepreneurship, at national and international levels;
- 7) Increasing scholarship sources;
- 8) Strengthening the alumni-student-faculty communication network;
- 9) Increasing student participation in research and community service activities

### **B. Research Field**

#### **Program 3: Improving the quality of leading research to support the development of science and technology and improving the quality of education and community service**

- 1) Establishment of a center of excellence to accommodate lecturers' interest in the development of science in the scope of forestry in a broad sense.

- 2) Mapping research demand, developing umbrellas and establishing research road maps, and leading research activities that are in line with IPB priorities and in accordance with national and regional forestry development needs;
- 3) Increasing the number and quality of research, both funded by grants and national and international collaborations;
- 4) Development of information systems and knowledge management on research results in order to increase the effectiveness of research results;

#### **Program 4: Improving National and International Scientific Publications**

- 1) Increasing active participation of lecturers in international forums (conferences, seminars);
- 2) International journal writing training in order to increase journal publications international;
- 3) Acceleration of accreditation of departmental scientific journals and journal development international.

### **C. Community Service Bidang**

#### **Program 5: Quality improvement and integration of community service programs**

- 1) Preparation of community service roadmap
- 2) Development of strategic partner assistance cooperation which is integrated as internships and field laboratories;
- 3) Development of training programs to increase the capacity of competent human resources take part in the forestry sector;

#### **Program 6: Increasing strategic innovation for regional and national development**

- 1) Development of research-based strategic studies on various developments at the level local, national, and global;
- 2) Improved ability to write Policy Briefs and popular articles;
- 3) Development of a database for strategic data and information for the purposes of study and policy advocacy.

### **D. Resources**

#### **Program 7: Quality development, career development, and welfare of educators and education staff**

- 1) Improving the welfare of lecturers and education staff to increase work productivity;
- 2) Completion and implementation of the personnel information system to monitor and accelerate the process of promotion/position of lecturers and education staff (Simpeg and Sipakaril)
- 3) Management of academic business units within the Faculty;
- 4) Strengthening the development of young lecturers and family gatherings to strengthen kinship in educators and education

## **E. International Cooperation and Programs**

### **Program 8: National and International Cooperation Network Development**

- 1) Development of international cooperation in the field of education (credit transfer, double degree), international training & summer school, academic exchange (overseas visiting scholar, sabbatical leave, postdoctoral appointments, visiting professors) and international conferences/seminars
- 2) Development of international cooperation in the field of research through joint (collaborative) research & publications;
- 3) Development of cooperation with various parties (government, private sector, NGOs) in education, research, and community service.

### **Program 9: Strengthening Administration and Management**

- 1) Improving the management information system (SIM) of the FACULTY of FORESTRY for academic purposes, research and community service, as well as administrative services;
- 2) Utilization of reliable and integrated LAN-based management information system (SIMAK), student and alumni (SIMAWA), personnel (SIMPEG), and LAN-based facility management (SIMFA);
- 3) ISO 9001:2015 certificate for each department and faculty to ensure the implementation of procedures (SOP) for financial management, facility management and maintenance, quality system for organizing academic activities, managing collaborative activities, and developing human resources in the department;
- 4) Development of reputation management through (a) developing the quality of faculty and department websites, (b) increasing the promotion of academic staff's expertise, (c) improving the quality of promotion-kits, (d) managing the library so that it can be used optimally.

### **Program 10: Strengthening Communication and Promotion**

- 1) Development of cooperation with print and electronic mass media;
- 2) Coordinated and regular promotion of departmental promotions;
- 3) Optimization of ICT network to increase the synergy of research and dissemination programs & absorption of graduates.

## **CLOSING**

The Strategic Plan and Work Program of the Faculty of Forestry of IPB for 2020-2025 will serve as guidelines for the development of the Faculty of Forestry of IPB for the next five years. Programs and activities are not easy to implement to achieve strategic goals and realize the vision of the Faculty of Forestry IPB if it is not supported by the commitment, participation, and harmonious cooperation of all the academicians of the Faculty of Forestry of IPB and the leadership of IPB. It is hoped that in the future the Faculty of Forestry of IPB will be able to best contribute to national and global (forestry) development. In addition, it is our hope that the Faculty of Forestry, IPB, becomes a *trend setter* development of national and international forestry higher education.

## ATTACHMENT OF FORESTRY FACULTY OF WORK PROGRAM 2020-2025

No.	Strategi dan Program Kerja	Jadwal (tahun ke)				
		1	2	3	4	5
I	Peningkatan mutu pendidikan untuk mewujudkan lulusan yang unggul dan kompeten sebagai <i>future leaders</i>					
1.	Peningkatan kualitas input mahasiswa.	√	√	√	√	√
2.	Pengembangan sarana laboratorium yang terakreditasi untuk menunjang kegiatan belajar mengajar.			√	√	√
3.	Pengembangan kelas internasional untuk pendidikan multi strata serta Pengembangan program pendidikan professional		√	√	√	√
4.	Peningkatan kualitas bahan ajar dan implementasi metode pembelajaran efektif.	√	√	√	√	√
5.	Peningkatan penggunaan <i>Information Communication Technology</i> (ICT) untuk menunjang kegiatan belajar mengajar.	√	√	√	√	√
6.	Memfasilitasi mahasiswa melalui kerjasama dengan institusi mitra dalam kegiatan praktek kerja, dan kegiatan penelitian	√	√	√	√	√
7.	Penyempurnaan mekanisme monitoring perkembangan studi mahasiswa dan peningkatan promosi lulusan.	√	√	√	√	√
8.	Penyempurnaan Sistem Penjaminan Mutu Akademik dan Pemeliharaan status akreditasi nasional/internasional	√	√	√	√	√

No.	Strategi dan Program Kerja	Jadwal (tahun ke)				
		1	2	3	4	5
II	Pengembangan dunia kemahasiswaan melalui penguatan organisasi, profesi, dan kewirausahaan					
1.	Pengembangan leadership, entrepreneurship dan pendidikan karakter pada organisasi kemahasiswaan	√	√	√	√	√
2.	Pelatihan bahasa Inggris dan pengembangan kemampuan menulis karya ilmiah;	√	√	√	√	√
3.	Pengembangan pusat aktivitas kemahasiswaan yang kondusif	√	√	√	√	√
4.	Peningkatan partisipasi mahasiswa dalam kompetisi karya ilmiah, kewirausahaan, di tingkat nasional maupun internasional	√	√	√	√	√
5.	Peningkatan partisipasi mahasiswa dalam kegiatan penelitian dan pengabdian masyarakat	√	√	√	√	√
6.	Peningkatan sumber-sumber beasiswa	√	√	√	√	√
7.	Penguatan jaringan komunikasi alumni-mahasiswa-fakultas	√	√	√	√	√

## Appendix (continued)

No.	Strategi dan Program Kerja	Jadwal (tahun ke)				
		1	2	3	4	5
III	Peningkatan mutu riset unggulan untuk menunjang pengembangan IPTEKS dan peningkatan mutu pendidikan serta pengabdian pada masyarakat					
1.	Pembentukan <i>center of excellence</i> untuk mewadahi minat dosen akan pengembangan keilmuan lingkup kehutanan dalam arti luas.		√	√	√	√
2.	Pemetaan <i>research demand</i> , pengembangan payung dan menetapkan <i>road map</i> riset, dan kegiatan riset unggulan yang selaras dengan prioritas IPB dan sesuai dengan kebutuhan pembangunan kehutanan dan lingkungan.	√		√		√
3.	Peningkatan jumlah dan kualitas penelitian baik yang didanai oleh hibah maupun kerjasama nasional dan internasional;	√	√	√	√	√
4.	Pengembangan sistem informasi dan <i>knowledge management</i> terhadap hasil-hasil penelitian dalam rangka meningkatkan dayagunanya.	√		√		√
IV	Peningkatan Publikasi Ilmiah Nasional dan Internasional					
1.	Peningkatan partisipasi aktif dosen dalam forum (konferensi, seminar) internasional;	√	√	√	√	√
2.	Pelatihan penulisan jurnal internasional ddalam rangka peningkatan publikasi jurnal internasional	√	√	√	√	√
3.	Percepatan akreditasi jurnal-jurnal ilmiah departemen dan pengembangan jurnal internasional		√		√	

No.	Strategi dan Program Kerja	Jadwal (tahun ke)				
		1	2	3	4	5
V	Peningkatan mutu dan integrasi program pengabdian pada masyarakat					
1	Penyusunan roadmap pengabdian pada masyarakat	√	√			
2	Pengembangan kerjasama pendampingan mitra strategis yang diintegrasikan sebagai tempat magang dan laboratorium lapang	√	√	√	√	√
3	Pengembangan program-program pelatihan untuk meningkatkan kapasitas SDM yang berkiprah di bidang kehutanan	√	√	√	√	√
VI	Peningkatan inovasi strategis untuk pembangunan daerah dan nasional					
1.	Pengembangan kajian strategis berbasis riset terhadap berbagai perkembangan di tingkat lokal, nasional, maupun global	√	√	√	√	√
2.	Peningkatan kemampuan penulisan <i>Policy Brief</i> dan artikel populer	√		√		√
3.	Pengembangan data base untuk data dan informasi strategis untuk keperluan kajian maupun advokasi kebijakan		√	√		√



**Attachment. (Advanced)**

No.	Strategi dan Program Kerja	Jadwal (tahun ke)				
		1	2	3	4	5
VII	Pengembangan kualitas, pembinaan karier, dan kesejahteraan tenaga pendidik dan tenaga kependidikan					
1.	Peningkatan kesejahteraan dosen dan tenaga kependidikan untuk meningkatkan produktivitas kerja	√	√	√	√	√
2.	Penyempurnaan dan implementasi sistem informasi kepegawaian untuk memonitor dan akselerasi proses kenaikan pangkat/jabatan dosen maupun tenaga kependidikan (Simpeg dan Sipakaril).	√	√	√	√	√
3.	Pengelolaan unit usaha akademik dan satuan usaha penunjang di lingkungan Fakultas.	√		√		√
4.	Penguatan pembinaan dosen muda serta <i>family gathering</i> untuk dosen dan tenaga kependidikan.	√	√	√	√	√
VIII	Penguatan Sumberdaya, Administrasi dan Manajemen					
1.	Penyempurnaan renstra dan program kerja tahun 2020-1025.	√	√			
2.	Pendayagunaan sistem informasi manajemen fakultas berbasis LAN yang handal dan terintegrasi	√	√	√	√	√
3.	Sertifikat mutu ISO 9001:2015 untuk setiap departemen dan fakultas untuk pengelolaan keuangan, pemeliharaan fasilitas, kegiatan akademik, kerjasama, serta pengembangan SDM	√	√	√	√	√
4.	Pengembangan manajemen reputasi melalui (a) pengembangan kualitas website, (b) peningkatan promosi kepakaran staf, (c) peningkatan kualitas <i>promotion-kit</i> , (d) pengelolaan Pusat Informasi Kehutanan yang optimal.	√	√	√	√	√

No.	Strategi dan Program Kerja	Jadwal (tahun ke)				
		1	2	3	4	5
IX	Pengembangan Jejaring Kerjasama Nasional dan Internasional					
1	Pengembangan kerjasama internasional dalam bidang pendidikan ( <i>credit transfer, double degree, international traning &amp; summer school, academic exchange (overseas visiting scholar, sabbatical leave, postdoctoral appointment, visiting professor)</i> serta <i>international conference/seminar</i> .	√	√	√	√	√
2	Pengembangan kerjasama internasional dalam bidang penelitian melalui <i>joint/collaborative research &amp; publication</i> .	√	√	√	√	√
3	Pengembangan kerjasama dengan berbagai pihak (pemerintah, swasta, LSM) dalam pendidikan, penelitian, dan pengabdian pada masyarakat.	√	√	√	√	√
X	Penguatan Komunikasi dan Promosi					
1.	Pengembangan kerjasama dengan media massa cetak dan elektronik.	√	√	√	√	√
2.	Peningkatan promosi fakultas dan departemen yang terkoodinir secara regular.	√	√	√	√	√
3.	Optimalisasi ICT network untuk meningkatkan sinergi program penelitian dan penyebaran & penyerapan lulusan.	√	√	√	√	√