

Table Human Resource Development Plan

Name	Due date Development Plan			Information
	Doctoral Study	Promotion of Academic Position	Obtain Certificate	
Prof. Dr.Nizwardi Jalinus, M.Ed.				
Prof. Dr. Suparno, M. Pd				
Prof.Dr. Ambiyar, M.Pd				
Dr. Waskito, MT		2021		To be Associate Professor
Dr. Arwizet K, ST, MT		2024		To be Professor
Dr. Refdinal, MT		2022		To be Professor
Dr. Ir. Mulianti, MT		2024		To be Associate professor
Drs. Yufrizal A, M.Pd			2022	Obtain Certificate in CNC from BNSP
Drs. Abd. Aziz, M.Pd			2021	Obtain Certificate in machining from BNSP
Drs. Jasman, M.Kes			2021	Obtain Certificate in Occupational Health and Safety from BNSP
Drs. Irzal, M.Kes			2021	Obtain Certificate in Occupational Health and Safety from BNSP
Ir. Syahril, M.Sc, Ph.D		2021		To be Professor
Drs. Muhamad Thaufiq Pinat, MDP.			2021	Member of PII (Indonesian Engineers Association)
Drs. Nofri Helmi, M.Kes			2023	Obtain Certificate in Occupational Health and Safety from BNSP
Drs. Purwantono, M.Pd			2021	Obtain Certificate in Welding from BNSP
Drs. Nelvi Erizon, M.Pd			2021	Obtain Certificate in Welding from BNSP
Rifelino, S.Pd, MT	2022			Doctoral Study in Machining
Hendri Nurdin, MT	2023			Doctoral Study in Material
Dr. Eko Indrawan, S.T., M.Pd			2021	Obtain Lecturer Certification from the Ministry of Education and Culture
Dr. Remon Lapisa, M.Sc			2025	To be Professor
Budi Syahri, S.Pd, M.Pd.T	2021			Doctoral Study in Vocational Education
Bulkia Rahim, S.Pd, M.Pd.T	2021		2021	Doctoral Study in Vocational Education

				Obtain Lecturer Certification from the Ministry of Education and Culture	
Yolli Fernanda, MT., Ph.D		2022	2021	To be Associate Professor Member of PII (Indonesian Engineers Association)	
Rodesri Mulyadi, MT.	2024	2022	2021	Completing Doctoral study To be Associate Professor Member of PII (Indonesian Engineers Association)	
Delima Yanti Sari, MT, Ph.D		2022	2021	To be Associate Professor Member of PII (Indonesian Engineers Association)	
Andril Arafat, M.Eng, Ph.D			2021	2021	Obtain Lecturer Certification from the Ministry of Education and Culture Member of PII (Indonesian Engineers Association)
Sri Riski Primandari, MT, Ph.D			2021	Obtain Lecturer Certification from the Ministry of Education and Culture	
Febri Prasetya, S.Pd., M.Pd.T	2021		2021	Doctoral Study in Vocational Education Obtain Lecturer Certification from the Ministry of Education and Culture	
Primawati, M.Si	2023			Doctoral Study in Mathematics	
Rahmad Azis Nabawi, S.Pd., M.Pd.T	2021		2021	Doctoral Study in Vocational Education Obtain Lecturer Certification from the Ministry of Education and Culture	
Zainal Abadi, S.Pd., M.Eng	2022		2021	Doctoral Study in Manufacture Obtain Lecturer Certification from the Ministry of Education and Culture	
Andre Kurniawan, ST, MT	2023		2021	Doctoral Study in Energy Obtain Lecturer Certification from the Ministry of Education and Culture	
Junil Adri, S.Pd., M.Pd.T.	2023			Completing Doctoral study	

Table Development plan of lecturer academic quality through scientific publications

	Baseline 2019	2020	2021	2022	2023
HAKI	10	11	11	13	14
International Journal Scopus	6	7	7	8	8
Textbook	4	4	5	5	5
Proceeding Scopus	9	10	10	11	12
National Journal	7	8	8	9	10

Table Rencana pengembangan jumlah dosen dan staf Tendik

Year	Nb of Student s	Number of lecturers					Lecture-Student Ratio		New recruitment
		Ass. Prof	Assoc Prof	Full Prof	Retraite	Total	Actual	Target	
2019	465	10	8	3	1	21	1: 22.1	1: 22	0
2020	470	9	9	3	0	21	1: 22.4	1: 22	0
2021	486	9	9	3	2	19	1: 22.1	1: 22	2
2022	495	11	9	1	0	21	1: 23.6	1: 22	0
2023	510	10	9	2	0	21	1: 24.3	1: 22	1
2024	535	11	9	2	0	22	1: 24.3	1: 22	1