



# ERICA

Empowering Polytechnic  
Leaders in Indonesia

Phase 2 | Pekanbaru, Riau |  
Politeknik Caltex Riau



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# 01

## Foreword

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Welcome to Phase-2 ERICA “Empowering Polytechnic Leaders in Indonesia”, a 2021 – 2022 DIES National Multiplication Training (NMT) program which is funded by DAAD and is coordinated by the Center of Quality Development (ZfQ), University of Postdam.

We have successfully completed Phase-1 ERICA in December 2021 which was conducted fully online due to the Covid-19 pandemic. The constraint on physical activities did not diminish our enthusiasm and energy during the program; we strived to uphold the standard of the program, irrespective of the modes of delivery of the program. We are certainly grateful that the pandemic situation is greatly improving in Indonesia which allows us to meet, finally, face to face in Pekanbaru Riau for Phase 2.

ERICA houses 24 Project Action Plans (PAPs) which mark the institutional transformation of 11 private Polytechnics in Indonesia. Through the PAPs, the leaders of these private Polytechnics are maturing in their leadership roles in the rapidly changing, and sometimes unpredictable, higher education landscape in Indonesia. At the end of the day, institutions will not benefit from the strongest or the smartest, but institutions will fully benefit from those who embrace change and use it for the betterment of the institutions. As a Chinese proverb says ““When the wind of change blows, some build walls, while others build windmills”. Are we ready?

ERICA committee

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Eddy Yusuf  
 Muhammad Ihsan Zul  
 Leenawaty Limantara



## 02

# Information on Program

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ERICA 2022



## Guidelines:

DIES NMT 2021 – 2022 is scheduled to be conducted in F2F mode;

Date of arrival is May 22, 2022; date of check-out is May 26, 2022;

Participants are required to attend the whole program in both phase 1 and phase 2;

Certificates will be awarded to participants who successfully complete both phases;

IC3 certification from ITC will be granted to participants who successfully complete both phases;

Please bring your traditional outfits;

Meeting will be held at Politeknik Caltex Riau (PCR) campus and Grand Jatra hotel.

ERICA 2022

# Venue

- ◆ ERICA phase 2 will take place at Politeknik Caltex Riau (PCR) and Hotel Grand Jatra;
- ◆ Check-in at the hotel will commence on May 22, 2022; check-out will be on May 26, 2022;
- ◆ Each participant will be allocated a single occupancy room;



**Politeknik Caltex Riau**

<https://g.page/PoliteknikCaltexRiau?share>



**Grand Jatra**

<https://goo.gl/maps/UNhEdtgr3HsaJS9V9>

# 03

## Facilitator Profile

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**Leenawaty Limantara**  
Rector  
Universitas Pembangunan Jaya

**Eddy Yusuf**  
Vice Rector for Operational  
Affairs and Partnerships  
Universitas Pembangunan Jaya



**Muhammad Ihsan Zul**  
Assistant Director for  
Marketing, Cooperation, and  
Alumni Politeknik Caltex Riau







## **Leenawaty Limantara**

Rector  
Universitas Pembangunan Jaya

Leenawaty Limantara is a researcher and a woman leader at a higher education institution in Indonesia. She obtains B.Sc in Biology (1990) from Satya Wacana Christian University, Indonesia; M.Sc in Chemistry (1994), and Ph.D. in Chemistry (1998) from Kwansai Gakuin University, Japan. She pursued postdoctoral study at Department Biologie I, Munich University, Germany in 2001 with Bioscience Special Programme from German Academic Exchange Service (DAAD) and 2004 with the Georg Forster Fellowship from Alexander von Humboldt Foundation, Germany. She started her career at higher education institution as a faculty member of Faculty of Science and Mathematics, Satya Wacana Christian University (1990 – 2007), Head of Magister Biology Department, Graduate School, Satya Wacana Christian University (2004 – 2007), Indonesia. She was the first rector of Universitas Ma Chung, Malang (2007-2015) and has succeeded to make the university is recognized by the Ministry as one of the top 5 private universities in East Java Province, Indonesia, during her leadership. Then she moved to Universitas Pembangunan Jaya, a private university in Bintaro Jaya as rector for 2015-2023. She has succeeded in transforming Pembangunan Jaya University from a national 1932 ranking in 2015 to a national ranking of 92 according to the Ministry of Education, Culture, Research, and Technology (2020). She is actively involved as an expert, resource person, and trainer in developing research capacity and higher education governance in various national and international activities. She is involved in several national organizations as chairwoman of the Indonesian Pigment Research Association, vice chairwoman of the Association of Indonesian Private Universities (APTISI) Banten Province branch, and vice chairwoman of the community development committee of the Indonesian Rector's Forum (FRI). She is also active as a trainer for the capacity building program for young researchers in ASEAN in the Dialogue on Innovative Higher Education Strategies Proposal Research Grant (DIES ProGRANT) program funded by The German Academic Exchange Service (DAAD), Germany from 2014-present, involved as a trainer for DIES NMT Indonesia and DIES Partnership Indonesia. Her research works have been recognized by the scientific community in Indonesia and internationally. In the past, she received several prestigious awards, including the 1st Place Lecturer Award (2004) in Central Java Province, 2nd Place National Lecturer Award (2004), Toray Science and Technology Award (2005) from Indonesia Toray Science Foundation, and currently the Humboldt Alumni Award from Humboldt Foundation, Germany (2018).



## Eddy Yusuf

Vice Rector for Operational  
Affairs and Partnerships  
Universitas Pembangunan Jaya

Eddy received his Ph.D. in Physics from Florida State University in 2005. His research interest mainly falls in the field of strongly correlated electron systems such as low-dimensional spin systems, quantum dots, and organic superconductors. He also develops interest in the interdisciplinary areas such as biophysics and physics education. Eddy received the Fulbright award to carry out interdisciplinary research in protein dynamics in 2012. At present, Eddy is serving as the Vice Rector for Operational Affairs and Partnership, Universitas Pembangunan Jaya where he oversees the roadmap and strategic plan as well as derives and implements policies in human capital, internationalization, campus operation, income generation units, and centers of excellence. Within Eddy's role in strengthening partnership of the university, he has been leading several international networking initiatives supported by the Humboldt Foundation: 2017 Humboldt Kolleg in Indonesia, 2018 International Workshop, 2019 International Summer School and 2021 International Urban Conference. These networking initiatives carried the umbrella theme of Asian rapid urbanization and its impact on the local, national, and regional levels. In 2020, Eddy was selected to participate in the International Deans Course to broaden his knowledge and sharpen his understanding and skill in higher education management in the international context. Currently, Eddy leads UPJ's team to work on two 3-year grants on institutional capacity building funded by the Humboldt Foundation and the Erasmus+.





### **Muhammad Ihsan Zul**

Assistant Director for Marketing,  
Cooperation, and Alumni  
Politeknik Caltex Riau

Muhammad Ihsan Zul, currently assigned as Assistant Director for Marketing, Cooperation, and Alumni of Politeknik Caltex Riau (PCR). Since 2014, Ihsan has held several structural positions including the head of the Research and Community Service Unit (2014-2016), Head of the Planning and Development (2014-2016), Assistant Director for Academic and Student Affairs (2017), Assistant Director for Finance, Human Resources and General Affairs (2018) and Assistant Director for Marketing, Cooperation and Alumni (2018-2021). In 2018, Ihsan had the opportunity to take part in the Indonesia Deans Course for Private Higher Education (INADC-PHEI) which is a program of DIES NMT in Indonesia. Through these activities, Ihsan was selected as one of the 5 best project implementers. During his tenure as Assistant Director for Marketing, Cooperation, and Alumni, Ihsan managed to bring various changes in the fields under his management. Some of the achievements include the best poster for the national tracer study seminar in Bali and the Best Career Center in 2019 by the Directorate General of Learning and Students Affairs, Ministry of Research, Technology, and Higher Education. He is also actively involved in the preparation of various national and international competitive grants won by PCR. The grant can accelerate PCR to continue to innovate and develop in line with the institution's vision and mission. In addition, Ihsan was also assigned to manage a business unit under the coordination of PCR, which is one of the income generators of Politeknik Caltex Riau. In 2021 Ihsan was assigned by the Directorate General of Higher Education to be a reviewer of the microcredential program as known as "Magang dan Studi Independen Bersertifikat (MISB)".

# Expert Profile

# 04



## Peter Mayer

**Faculty of Business Management and Social Sciences,  
Osnabrück University of Applied Sciences, Germany**

Peter Mayer is Professor of International Economics at the University of Applied Science Osnabrück. He holds a doctorate from the Goethe University, Frankfurt. Between 2003 and 2007, Professor Mayer was Dean of the Faculty for Business Management and Social Sciences of the University of Applied Science Osnabrück as well as Vice President for International Affairs. In his teaching, he focusses on international economic relations, European integration, and business ethics. Short term teaching assignments brought him to Oshkosh/USA, Port Elizabeth/South Africa, Vilnius /Lithuania, Bratislava/Slovakia, Seoul/ South Korea and Paris/France. From 2006 to 2012, he was a member of the accreditation committee for private higher education institutions of the German Council of Science and Humanities and concurrently referee for some DAAD programmes. He was also referee for research projects of Universities of Applied Sciences in North Rhine Westphalia (2006-2007) and in Baden-Württemberg (2007- 2016). His research and publications concentrate on European integration and higher education issues. For the DIES programme, he has been project manager for the International Deans' Course since 2007.

## Tatas Brotosudarmo

**Department of Food Technology, Universitas Ciputra,  
CitraLand CBD Boulevard, Surabaya 60219**

Raden Mas (R.M.) Tatas Hardo Panintingjati Brotosudarmo is Associate Professor of Chemical Analysis of Food and Natural Products at the Universitas Ciputra, Surabaya. He is an alumnus of the Satya Wacana Christian University (S1 Chemistry, 2001), Ludwig Maximilians University Munich (S2 Chemical Physics, 2006), and the University of Glasgow (S3 Molecular and Cell Biology, 2010). Previously, his professional academic achievements include in establishing the Ma Chung Research Center for Photosynthetic Pigments (MRCPP) at Ma Chung University, Malang which was then designated by the Ministry of Research, Technology and Higher Education in 2015 as the Center for Excellence in Higher Education Science and Technology (PUI-PT). This success led him to become a National Expert of DIES (Dialogue on Innovative Higher Education Strategies), a training program coordinated by the German DAAD and the German Chancellors' Conference (HRK) to increase the capacity of the leadership of higher education institutions in ASEAN. Currently, Dr. Brotosudarmo is also Guest Professor at Faculty of Science, Shizuoka University, Japan. As a scientist, he received numerous awards, including the 22nd TORAY Science & Technology Award from the Indonesian Toray Science Foundation, the UK Alumni Award 2017 from British Council, Fellow of Kavli Frontier of Science (2012 & 2016), and Georg-Foster Fellow of the Alexander von Humboldt Foundation (2020).



# Resource Person

## INTERNATIONAL (VIDEO MATERIALS)

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Frank Ziegele  
Jutta Fedrowitz  
Jannica Budde

## NATIONAL

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Benny Bandanajaja

# 05



# International



## Frank Ziegele

**Executive Director of CHE Centre of Higher Education Germany**

Frank Ziegele is executive director of the CHE Centre for Higher Education, Gütersloh, a German think tank for higher education policy and management. He is also professor for higher education and research management at the University of Applied Sciences Osnabrück. He was trained as economist and his focus lies on higher education finance, governance, policies, strategic management, contract management, ranking and accounting. In these areas he also acts as consultant, trainer and speaker all over the world. He has contributed with more than 150 publications to the field of higher education policy and management and has realised around 100 national and international projects, for instance as co-leader of the European U-Multirank project. He is or was member in several boards, such as the editorial board of the journals “Wissenschaftsmanagement” and “Application-Oriented Higher Education Research” or the executive board of the German Society for Higher Education Research. At UAS Osnabrück he leads the national MBA Programme for Higher Education Management and the international Erasmus Mundus Master Programme for Research and Innovation in Higher Education. Frank Ziegele works in the context of African higher education since 10 years, for instance as expert and/or designer of the International Deans’ Course, the UNILEAD course and the GIZ leadership training for Ethiopian university leaders. He worked in Kenya, Ethiopia, Ghana, Sudan, Nigeria, Namibia, South Africa and Uganda.

## Jutta Fedrowitz

**Senior Expert, Professional Education and Trainings,  
CHE Centre for Higher Education, Gütersloh, Germany**

Dr. Jutta Fedrowitz is heading CHE’s area of continuing education in HE-Management. She specializes in professional training for higher education leaders, deans and faculty managers. She also directs CHE’s HE management programmes and workshops and works as a certified professional education trainer since 2010. Since 2016 she is project leader and trainer of GIZ leadership trainings for Ethiopian university deans and presidents). Since 2015, she heads a workshop series for university presidents and directors of administration and finance; since 2012, she is responsible for CHE’s university vice presidents’ leadership programme. For CHE, she has been project leader for the “International Deans’ Course” since 2006. Before joining CHE, Dr. Fedrowitz worked as a programme manager at the Centre for Arts and Sciences, state chancellery of North Rhine-Westphalia in Düsseldorf, Germany. She was managing a working group on biosensorics and interdisciplinary conferences on culture and technology in the 21st century. After earning her doctorate in biochemistry (enzymology) in 1986, she headed a biochemical research lab in food industry. Dr. Fedrowitz studied biology and chemistry (completing Germany’s state examinations for teachers) from 1976 to 1982.





## Jannica Budde

**Project Manager of The Hochschulforum Digitalisierung  
CHE Centre for Higher Education Development**

Dr. Jannica Budde works at the CHE Center for Higher Education Development as project manager of the Hochschulforum Digitalisierung. She coordinates the peer-to-peer counseling for university management and is in charge of strategy development. Before joining the Hochschulforum Digitalisierung, she was an innovation manager at the University of Paderborn, where she developed innovation management as part of the digitisation strategy in the field of teaching. Jannica Budde studied German and English-American Studies at the Universities of Paderborn and Gothenburg and did research on, among other things, interculturalism and gender.

# National

## Benny Bandanadjaja

**Director of Vocational and Professional Higher Education**

Dr. Benny Bandanadjaja was born in Jakarta on September 30 1970. He received his bachelor degree in Mechanical Engineering from Institut Teknologi Bandung in 2002 and completed his Master degree in the same field and institution in 2004. He then pursued his doctorate degree in Material Science and Engineering from Institut Teknologi Bandung and secure his doctorate in 2009. Dr. Benny Bandanadjaja started his career as an engineer at PT Hanco Foundry Industry from 1993 – 1994. He then focuses his career path in education, starting as an instructor in engine molding at POLMAN Bandung from 1995 – 1997, Coordinator of Research and Community Service and Head of Material Laboratory at POLMAN Bandung from 2013 – 2017 and Vice Director of Academics from 2017 – 2020 in the same institution. Since 2020, Dr. Benny Bandanadjaja was appointed as the Director of Vocational and Professional Higher Education, Directorate General of Vocational Education, Ministry of Education, Culture, Research and Technology.





# Program

Day 1/May 23, 2022 – Module: Challenges in Higher Education

08:00 – 08:30	<b>Departure from hotel to PCR campus</b>
08:30 – 09:00	<b>Opening remark + ceremony</b> - Ms Annisa Fitria, Head of Science and Technology, German Embassy - Dr. Guido Schnieders, Director of DAAD Regional Office Jakarta - Dr. Mohammad Yanuar Hariyawan, S.T., M.T, Director, Politeknik Caltex Riau
09:00 – 10:00	<b>Networking – Smashing boundaries</b> <b>Facilitator:</b> Leenawaty Limantara + Muhammad Ihsan Zul <b>Method:</b> Speed networking
10:00 – 10:30	<b>Break + photo session</b>
10:30 – 11:30	<b>Higher Education in Indonesia – vocational schools</b> <b>Presenter:</b> Benny Bandanadjaja, Director of Vocational and Professional Higher Education <b>Moderator:</b> Muhammad Ihsan Zul <b>Method:</b> Lecture (live streaming) + Q&A
11:30 – 13:30	<b>Lunch</b>
13:30 – 14:30	<b>Entrepreneurial University</b> <b>Presenter:</b> Peter Mayer, Osnabrück University of Applied Sciences <b>Moderator:</b> Leenawaty Limantara <b>Method:</b> Lecture (live streaming) + activity
14:30 – 15:00	<b>Break</b>
15:00 – 17:00	<b>Complex case at HE (need to prepare a case and handout – governance, HR, financial, etc)</b> <b>Facilitator:</b> Muhamad Ihsan Zul <b>Method:</b> Peer consulting method
17:00 – 17:10	<b>Closing and return to hotel</b>
18:30 – 18:45	<b>Departure from hotel to PCR</b>
18:50 – 20:20	<b>Dinner with PCR leaders</b> <b>MoU signing ceremony</b>



# Program

Day 2/May 24, 2022 – Module: Project management and institutional transformation

08:20 – 08:30	Opening
08:30 – 09:30	<b>Sharing on design and implementation of PAP at PCR and UPJ</b> <b>Moderator:</b> Leenawaty Limantara <b>Presenter:</b> Muhammad Ihsan Zul and Eddy Yusuf
09:30 – 10:00	<b>Break</b>
10:00 – 12:00	<b>Discussion and presentation: what have been the problems and solutions in the project implementation</b> <b>Facilitator:</b> - Group 1 (Muhammad Ihsan Zul) - Group 2 (Leenawaty Limantara) - Group 3 (Eddy Yusuf) <b>Method:</b> Mindmap (3 flipcharts, marker)
12:00 – 13:30	<b>Lunch</b>
13:30 – 15:00	<b>Institutional transformation</b> <b>Presenter:</b> Peter Mayer, Osnabrück University of Applied Sciences <b>Moderator:</b> Leenawaty Limantara <b>Method:</b> Lecture (live streaming) + activity
15:00 – 15:30	<b>Break</b>
15:30 – 17:30	<b>Discussion and presentation on challenges in Institutional transformation and the way forward</b> <b>Facilitator:</b> - Group 1 (Leenawaty Limantara): issue and solutions in leadership and governance transformation - Group 2 (Muhammad Ihsan Zul): issues and solutions in digital transformation - Group 3 (Eddy Yusuf): issues and solutions in policy transformation and adaptation <b>Method:</b> Metaplan
17:30 – 17:40	Closing and return to rooms

# Program

Day 3/May 25, 2022 – Module: PAP

08:20 – 08:30	<b>Opening</b>
08:30 – 10.00	<b>Discussion on PAP 1</b> Method: individual presentation in 3 separate groups
10.00 – 10.30	<b>Break + photo session</b>
10.30 – 12.00	<b>Discussion on PAP 2</b> Method: individual presentation in 3 separate groups
12.00 – 13.30	<b>Lunch</b>
13.30 – 15.30	<b>Discussion on PAP 3</b> Method: individual presentation in 3 separate groups
15.30 – 17.00	<b>Return to rooms – getting ready for cultural performance</b>
17.00 – end	<b>Cultural performance – traditional outfits</b> <b>Dinner</b>

# Program

Day 4/May 26, 2022 – Module: Financial management

07:50 – 08:00	Opening
08:00 – 09:00	<b>Sharing on best practice – financial management</b> <b>Presenter:</b> Muhammad Ihsan Zul + Eddy Yusuf <b>Moderator:</b> Eddy Yusuf + Muhammad Ihsan Zul <b>Method:</b> Sharing
09:00 – 10:00	<b>Checkout + Break</b>
10:00 – 11:30	<b>Discussion and presentation on financial management</b> <b>Facilitator:</b> - Group 1 (Muhamad Ihsan Zul): What are the funding structure of your institution? - Group 2 (Leenawaty Limantara): What are the success factors to generate and develop new and diverse sources of funding? - Group 3 (Eddy Yusuf): What is your role and what could you do to promote new and diverse sources of funding? <b>Method:</b> Gallery walk
11.30 – 13.00	<b>Takeaway circle – commitment</b> <b>Certificate distribution</b> <b>Survey</b> <b>Closing</b>
13.00 –	<b>Lunch and departure</b>



# Participant

Adhe R. Saptadje	Politeknik Bhakti Kartini	saptadje@poltekbhani.ac.id
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Ana Nuril Achadiyah	Politeknik Unisma Malang	nuril9ach@gmail.com
Chairil Anwar	Politeknik Indonesia Venezuela	chairil_stp@yahoo.com
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Wendy Suhendry	Politeknik Tonggak Equator	wendysuhendry17@gmail.com
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## Adhe R. Saptadjie

Director, Politeknik Bhakti Kartini

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Before becoming an academician, Adhe R. Saptadjie was actively involved in the pharmaceutical industry since graduating from the Pharmacist Professional Education program in Jakarta. His love for his profession as a pharmacist is proven by his dedication in various fields related to pharmacy. He previously served as Corporate Medical Manager, Corporate Scientific Manager, and most recently as Corporate Training Manager, all in top national pharmaceutical companies for more than 20 years (1991-2007). Then he also served as Commissioner and Responsible Pharmacist in Pharmaceutical Wholesalers, became Responsible Pharmacist at Pharmacies, and finally entered the world of Higher Education. His teaching experience in universities began in 2000 as a non-permanent lecturer at the Husada Karya Jaya Nursing Academy and the Pharmacist Profession Program at the University of 17 August 1945, Jakarta. Then he continued as a permanent lecturer at the Prima Indonesia Midwifery Academy, Chair of STIKES Prima Indonesia. Currently, he serves as Director of the Bhakti Kartini Polytechnic in Bekasi, West Java. Apart from teaching activities, Adhe has also been active as a national trainer since 2007 until now, under the banner of the Quantum Prasadha International training institute which he founded in 2007 for the fields of soft skills and marketing. Adhe also joined as Master of Trainer at RC Chem Learning Centre, a special training institute for testing laboratory personnel under the coordination of the Indonesian Institute of Sciences (LIPI) Chemistry in Bandung. In the private sector, MSMEs are active in producing low-calorie sugar made from cassava with the trademark LowcaL, which is slowly but surely starting to penetrate the national market.

## Agustyarum Pradiska Budi

Head of Quality Assurance

Politeknik Indonusa Surakarta

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I have been appointed as Head of the Quality Assurance Unit since 2019 with a term of office of 4 years. In the past two and a half years, I have assisted in the preparation of study program accreditations in Mass Communication, Health Information Management and Information Systems. In addition, I also assisted in the preparation and synchronization of the SPMI document to the 2017-2022 Strategic Plan document. I lead the process of digitizing the quality assurance system to facilitate SPMI activities, including the creation of a lecture attendance system to be used in monitoring student and lecturer attendance and also facilitating the remuneration of lecturers, an internal quality audit system that supports the audit process as well as improving follow-up findings, as well as reporting transparency on the website, where previously it was still manual. To support leadership in quality assurance, I participated in trainings related to the Internal Quality Assurance System both online and offline and also collaborated to strengthen quality assurance with the SPMI Grant PT Asuh by the Politeknik Negeri Semarang.







## Ahmad Mahfud

Vice Director I

Academic Affairs

Polytechnic Palm Oil Citra Widya Edukasi (CWE)

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Born in Surakarta, March 11, 1975. Raised by parents, my mother is a housewife and my father is a teacher. I started my education at elementary school (SD) Muhammad-iyah 1, then continued to the Assalaam Islamic Boarding School in Solo. I completed my undergraduate degree at Diponegoro University and my Master degree at University of Indonesia, both are in Industrial Control Engineering – Electrical Engineering. My work experience began with the job in the palm oil processing industry at PT. SMART Tbk (Sinar Mas Group) from 1999 to 2004. Then, I focused on the field of Education and Training at PT. Citra Widya Education from 2004 to 2006, as well as was directly involved in the process of establishing the Polytechnic Palm Oil (CWE). I have been active in the Polytechnic Oil Palm CWE since 2006 in several positions: Head of the Palm Oil Engineering course, Head of Palm Oil Plantation School, ViceDirector I Academic Affairs, and Vice Director III: Student Affairs and Alumni. Currently, I am assigned as Vice Director I Academic Affairs, who oversees 4 Course Programs, Library, Laboratories, Workshop, Quality Assurance, Academic Administration, and Computers. The developments that have been carried out are creating and developing the main infrastructure for the lecture and practical equipment for all study programs, internet-based information system for the academic –finance –library –and human resources fields.

## Ana Nuril Achadiyah

Director

Polytechnic Unisma of Malang

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Ana Nuril Achadiyah has been a lecturer at Polytechnic Unisma of Malang since 2007. She obtained a bachelor's degree from the electrical engineering department, Islamic University of Malang (UNISMA) in 2000. Then she obtained a master's degree from Brawijaya University of Malang in 2017. As a lecturer, she has taught several subjects, such as AC and DC electrical circuits, project management, electric power transmission and distribution, electric power system analysis, occupational health safety and environmental impact analysis, renewable energy, and engineering physics. In addition to teaching, she is also experienced in carrying out management functions at the Polytechnic Unisma of Malang. She was appointed as deputy director of cooperation and student affairs, deputy director of finance and resources, and head of quality assurance at Polytechnic Unisma of Malang respectively in 2016-2019. Ana is widely involved as a trainer in various training programs carried out by the Unisma Foundation. Several training programs that have been delivered include Electrical Transient Analysis Program (ETAP) software training, PSCAD software training and curriculum preparation. Ana also has competence in the field of electricity and occupational health safety with a license from the Engineering Construction Industry Training Board (ECITB). She also taught at Polytechnic of Malang City and Raden Rahmat University of Malang in 2016-2019. Since 2019, Ana has been elected as the Director of Polytechnic Unisma of Malang.







## Chairil Anwar

**Chairman of Research & Community Service Institute**  
**Politeknik Venezuela Indonesia**  
**Livestock Product Technology**  
**082121321900**  
**chairil\_stp@yahoo.com**

Chairil Anwar earned his bachelor degree from Department of Agricultural Product Technology, Universitas Syiah Kuala in 2006. He received a scholarship in Taiwan to pursue his master degree at Department of Food Science, National Ocean University in 2010. He completed the program in June 2012. Chairil has been working at Politeknik Indonesia Venezuela since 2013, both as lecturer and researcher. As a lecturer, he is teaching some courses, among them are food microbiology, food quality control, food industry sanitation, food chemistry, and food processing technology. As a researcher, he conducts research in accordance to his field of expertise and publishes them in both local and international journals. In 2019, his research team secured a national competitive research scheme for young aspiring researchers funded by the Ministry of Research and Technology/National Agency for Research and Innovation. Beside conducting the research, he is also involved in community services by conveying the latest knowledge and technology to the communities. Chairil obtained a certificate of competence as a professional lecturer in the field of food science in 2016 which was issued by the Ministry of Research, Technology and Higher Education. Currently Chairil serves as the Chairman of Research and Community Service Institute of Politeknik Indonesia Venezuela.

## Firly Etrya Mayasari

**Head of Division General Affairs**  
**Politeknik Jambi**  
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Fitri Etrya Mayasari, SE is an employee at the Jambi Polytechnic. I joined the Jambi Polytechnic on September 1, 2016 with the position of financial staff. In 2018, it was rolled out and i moved tp become the head of the facility and infrastructure section which oversees the infrastructure, cleaning service and security staff. I am also active in webinars held by the Jambi Polytechnic and other institutions to broaden my horizon and knowledge.





## Hardisal

**Chief Innovation Officer Teknik Informatika**  
**Politeknik Aceh Selatan**  
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Hardisal has been teaching at the Politeknik Aceh Selatan since 2011 in the Informatics Engineering Study Program. Some of the courses taught are Mathematics, Probability and Statistics, Algorithms, Data Structures, Programming, Databases, and SoftSkills. In 2013, he was appointed as the Manager of the Multimedia and Programming Laboratory. A year later, he was promoted to the Head of the Study Program. In 2015, he was entrusted as the Deputy Director of General Administration, serving until April 2021. Currently, he is given the mandate to develop a new initiative at Politeknik Aceh Selatan which is called the Center for Innovation and Business.

## Hilda Porawati

**Director**  
**Politeknik Jambi**  
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Hilda Porawati was born on September 21, 1969 in Palembang. She is a lecturer in mechanical engineering and the director of Politeknik Jambi since 2007. She teaches several courses such as Kewirausahaan and Metodologi Penelitian. Beside her current responsibility as a lecturer and director at Politeknik Jambi, Hilda is also active in several organizations. She has been the secretary of Aliansi Penyelenggara Perguruan Tinggi Indonesia Wilayah Jambi (APPERTI) since 2017 and is also a committee chairman of Pendidikan, Penelitian dan Pelatihan of Kamar Dagang dan Industri Jambi (KADIN) since 2019.







## Hilmi

**Director**  
**Aceh Polytechnic**  
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Dr. Hilmi, S.E.,M.Si.,Ak.,CA is an Acehnese who was born in Trieng Meuduro on the 2nd of July 1979. He is a lecturer and practitioner with 10 years of experience working within the field of higher education specialize in Accounting. Before tsunami struck Aceh in 2004, Hilmi graduated from Syiah Kuala University, Aceh with Bachelor's Degree in Accounting. He obtained a Master degree in 2009, also at Syiah Kuala University and then completed his Doctoral degree at Padjajaran University, Bandung in 2018. He received the title "Chartered Accountant" (CA) from the Indonesian Accountants Association (IAI) in 2014. Hilmi is a powerful force in the workplace and uses his positive attitude and tireless energy to encourage others to work hard and succeed. In 2006, he joined the higher education management division as higher education practitioner at Aceh-Nias Post Tsunami Rehabilitation and Reconstruction Agency (BRR Aceh-Nias). In 2019-2020, he was appointed by the Human Resources Development Agency (BPSDM) of Aceh as an Expert for "Aceh Carong" Scholarship Program, an achievement scholarship for the underprivileged Acehnese in order to continue their studies at 12 Polytechnic partners in Indonesia. He is also involved in the management of Indonesian Vocational Colleges Association (PPT-Vocational Indonesia) as Chairman of the Department of Academic Development, and specifically taking the role as a speaker in regional development, financial and property management training for local government. As of the latest, he is appointed by the Mayor of Banda Aceh to lead the Aceh Polytechnic as a Director since September.

## Isnainny

**Manager/Head Department Human Resources**  
**Polytechnic Palm Oil Citra Widya Edukasi (CWE)**  
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Isnainny completed her first higher education associate degree in business administration at Polytechnic State Jakarta in 1996. Then, she received her undergraduate degree in 2015 and and master degree in 2017, both from Institute of Social and Management Indonesia. Isnainny landed her first job at Toshiba Corporation Indonesia, in the Payroll Team. For almost 10 years, she has learned many key knowledge on General Affairs (GA) and Human Resources (HR) tasks where she joined the ISO 9000 committee and was assigned as an internal auditor. After leaving Toshiba Corporation, she worked at several private companies such as beauty clinic, event organizer, printing company, property industry, etc. Her first role as HR manager was at the beauty clinic in 2006. As a new company, she was responsible to establish the administration system of the company operation. In 2007, she moved to an event organizer specialized in the Exhibition of Palm Oil company, as GA and HR manager. Isnainny has been with the Polytechnic Palm Oil CWE since 2008 as the Executive Assistant. Her contribution is to establish administrative system for the institution such as standard operating procedue (SOP) on marketing, scholarship and placement, general affairs and human resources. In 2016, she was assigned to lead a new HR department where she is responsible to build the HR system. Apart from her administrative duties, she is also teaching several subjects, such as HR Management, (Business) Ethics, Entrepreneurship and Economics.







## Istianah Muslim

**Head of of Planning and Development**

**Politeknik Caltex Riau**

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Istianah Muslim, S.T., M.T. has been a lecturer at Caltex Riau Polytechnic (PCR) since 2014. She completed her bachelor's degree in Industrial Engineering at Andalas University in 2011. Then she completed her master's degree at the Department of Industrial Engineering of the Sepuluh Nopember Institute of Technology in 2013. As a lecturer, she taught several courses such as Supply Chain Management, Customer Relationship Management, Enterprise Resource Planning, Production Management, and Human-Computer Interaction. Apart from teaching, she also has experience in the field of management at Caltex Riau Polytechnic. She served as the Head of PCR Internal Quality Assurance Section in 2018-2020 and the Head of PCR Planning and Development Section from 2020 until now. On several occasions, she has been a trainer and speaker in the field of Quality Assurance held by LLDIKTI X and internal activities carried out by Caltex Riau Polytechnic. She also led many activities and projects including as Chairman of the Organization Restructuring Team, Merdeka Campus Guide Development Team, e-SPMI PCR development team, e-activity PCR development team leader, and Strategy Plan Document review team leader of Caltex Polytechnic. She has also been actively involved in preparing accreditation documents, quality assurance documents, strategy plan documents, national and international journal articles. She is such a responsible person, has high motivation and commitment, loves challenges, and desires to learn so that she has won several national and international achievements, such as the best presenter Tracer Study on Kemenristekdikti -2019 and Bronze Medal Melaka International Innovation Expo -2019.

## Jenny Elisabeth

**Director**

**Politeknik Wilmar Bisnis Indonesia**

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Jenny Elisabeth has been appointed as Director of Polytechnic Wilmar Business Indonesia (WBI) since mid 2019. WBI is a relatively new polytechnic which was founded in 2015 located in Medan, North Sumatera. Previously she was Head of R&D Department in Wilmar Group Indonesia, one of global leading agribusiness companies. Her experience for more than 15 years was in product development of palm oil-based products, e.g., for food, oleochemical, and biofuel. She was also in charge for technical marketing collaborating with sales teams to develop marketing materials, provide sales teams and clients with technical product support, and participate in product usages and demonstrations. Before joining Wilmar, she worked in Indonesia Oil Palm Research Institute (IOPRI) as a researcher in oil palm postharvest field for more than 7 years. Besides working as a researcher, she was assigned to lecture and supervise students' thesis and dissertation at several higher education institution, e.g., Agriculture Faculty and Post Graduate School of North Sumatera University, Post Graduate School of Bogor Agricultural University (IPB), and Catholic University of St. Thomas North Sumatera. She is a food technologist who obtained her bachelor's degree from the Agricultural Faculty, University of North Sumatera, in 1987. She undertook further study of master's degree and graduated in 1992, then doctorate degree and graduated in 1997 from Bogor Agricultural University (IPB) in the Food Science Program. As Director of WBI Polytechnic, she has a big challenge to advance the institution to be one of the leading polytechnics in Indonesia.





## Junardi

**Head of Polteq's Career Center**

**English for Business & Professional Communication**

**Politeknik Tonggak Equator**

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Junardi is a lecturer at the Department of English for Business and Professional Communication, Politeknik Tonggak Equator, Indonesia. He received an Applied Bachelor's degree from the Politeknik Tonggak Equator in 2014 and a Master's Degree from the Department of Accounting, Universitas Tanjung Pura in 2018 (Cum Laude). His master thesis is about fraudulent financial reporting. Since 2020, he has been an assistant lecturer at the Politeknik Tonggak Equator. When Politeknik Tonggak Equator received a career center grant from the Ministry of Research, Technology and Higher Education in 2018, Junardi was appointed to run the program. In 2020, he was promoted as the Head of Polteq's Career Center until 2025. While being the Head of Polteq's Career Center, he successfully organized career programs, held webinars on interview skills, sharing alumni, career talk, and campus recruitment. During his time of service, Polteq Career Center has collaborated with Indonesia Stock Exchange, Korean Investment and Securities, PT Bank Central Asia, Tbk, PT Sumber Sarana Putra, PT Arta Boga, and others. Junardi is also the secretary of the undergraduate program in English for Business and Professional Communication. He is also serving as the member of internal quality auditors of the Politeknik Tonggak Equator. He is the team member for preparing accreditation for higher education institution in which Politeknik Tonggak Equator is successfully "B"- accredited.

## Maksum Ro'is Adin Saf

**Head of Head of Planning, Development & Quality Assurance**

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Maksum Rois Adin Saf is the Head of Development, Planning and Quality Assurance Agency of Politeknik Caltex Riau. He is also currently being a member of quality assurance team of the Directorate of Vocational and Professional Higher Education (Dit PTVP) of the Ministry of Education, Culture, Research and Technology. He obtained a Master of Engineering in Information Technology (2015) from Gadjah Mada University, Indonesia. He is the inventor of the e-SPMI copyright at Politeknik Caltex Riau which has been implemented in various universities in Indonesia. He combines expertise in the field of information technology and higher education quality assurance governance to bring innovations and solutions to various problems in the field of quality assurance of higher education in Indonesia.







## Onery Andy Saputra

**Head of Cooperation**  
**Automotive Engineering**  
**Polytechnic of Indonusa Surakarta**  
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I am Onery Andy Saputra. My education background is the Faculty of Engineering, Yogyakarta State University majoring in Automotive Technology Education from 2009 to 2013. Then, I continued my vocational technology education with a concentration in Automotive Engineering Education from 2014 to 2016. Since 2016, I have been active as a lecturer in automotive engineering by carrying out the Tri Dharma Perguruan Tinggi, education, research, and community dedication. Currently, my field of education is developing vocational education in synergy with the automotive industry. Meanwhile in the field of research, I received a grant from the Government of Indonesia through the Penelitian Dosen Pemula program in 2018 regarding renewable energy. In 2019, I also received a novice lecturer research grant for the field of 3D Printing. Since 2019, my research has focused on this area. I have published 3D Printing research outputs from national journals and some in international journals indexed by Scopus. I used the results of this research to create books and to serve in the community, especially for vocational high schools. Currently, I have collaborated with three vocational high schools assisted by the Indonusa Surakarta Polytechnic in an effort to develop 3D Printing knowledge among vocational high schools. Apart from being a lecturer, I have served as the head of the cooperation unit since 2017. I am active in international cooperation and implementation activities. The activity has been going well with student exchange activities twice a year that run from 2017 to 2020. Guest lectures from various major campuses also be well carried out.

## Radix Rascalia

**Secretary of Study Program**  
**Informatics Management**  
**Politeknik Astra**  
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I am currently pursuing research in the field of informatics, especially software engineering and information systems. I have joined Astra for 20 years. My daily activities are including teaching, managing laboratories, and managing academic fields.







## Reza Salima

**Director**  
**Plantation Management**  
**Politeknik Indonesia Venezuela**  
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My name is Reza Salima. I was born in Tapaktuan on May 10, 1984. I started my career at a National Bank. But I found that my passion is to become a researcher and lecturer. I decided to take a master's degree at Universitas Syiah Kuala. During difficult times, I joined to help the lecturer project. Even though it was difficult, I was able to grow stronger. I graduated from the master's degree in 2012 and finally in 2013 I was accepted as a lecturer at the Politeknik Indonesia Venezuela, where I am currently serving. My journey while working on this campus started as a lecturer, and in 2015, I was entrusted to be the head of the study program in the Plantation Management study program, then in the same year, I was entrusted to be the Chair of the Institute for Research and Community Service. In 2019, I took part in the Doctoral scholarship selection and graduated as a Doctoral student in that year, and finally in 2020, I was entrusted to lead my current institution.

## Sandi Yudha Barri Zaqy

**Vice Director of Partnership & Cooperation**  
**Partnership & Cooperation**  
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Sandi is a mechanical engineer who graduated from Politeknik ITB in 1999. He worked at PT Sony Electronics Indonesia as a Mechanical R&D from 1999 to 2003. In 2004, he continued to study at Achmad Yani University until 2006 while continuing to work in a pencil manufacturing company from 2004 to 2006. In 2006, Sandi joined Part Manufacturing as a Sales Engineer. From 2006 to 2009, he worked in Mechanical Manufacturing as a Production and PPIC Supervisor. From 2009 to 2010, he worked in PCB Manufacturing as a Production Supervisor. Sandi joined the Aceh Polytechnic in 2010 at the Department Production and Consultants. His main responsibility was to generate income through the production and consulting services. In 2013, he was promoted to deputy director of administration, finance and cooperation, and this year, he was again promoted to be deputy director of partnership and cooperation. There are several departments that are under his watch, namely student enrolment, promotions, partnerships, and business incubators.





## Sepdian

Vice Director I - Politeknik Jambi

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Sepdian was born at Seberang Merangin, Jambi, on September 19, 1985. He completed his undergraduate degree at the Faculty of Engineering, Department of Electrical Engineering, Bung Hatta University. He continued postgraduate study at the Faculty of Engineering, Department of Electrical Engineering, Andalas University in 2017 with a concentration on High Voltage. Since April 1, 2015, he has been working as a lecturer at Politeknik Jambi, and from 2019, he has also been active in the construction sector as the person in charge of lighting installation engineering. He received research grants from the Ministry of Research, Technology, and Higher Education in 2019 and 2020 as the young aspiring researchers. In the field of service, he has also received a community service grant in 2020 from the Ministry of Research, Technology, and Higher Education. Since 2020, he serves as Deputy Director I at Politeknik Jambi. seprian@politeknikjambi.ac.id

## Sigit Kurniawan

Head of Research and Community Service - Politeknik Jambi

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Sigit Kurniawan is the Head of Research and Human Empowerment at Politeknik Jambi since 2020. Before being appointed as the head in that office, he served as the secretary in the Electronic Engineering Study Program for 2 years. Sigit has a strong interest in institutional development and ICT implementation in human resource management. Sigit has been a speaker in various events which focuses on to human empowerment and innovations. He has been a lecturer in Electronic Engineering since 2016. Sigit earned his Bachelor and Master degrees from Brawijaya University, Malang Indonesia, with concentration in physical instrumentation.



## Siska Amelia Maldin

Vice Director III - Politeknik Pariwisata Batam

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Siska Amelia Maldin, M.Pd. has been a lecturer at PoliteknikPariwisata Batam well-known as Batam Tourism Polytechnic (BTP) since 2016. She obtained her bachelor's degree from English Department of State University of Padang (UNP) in 2012. Then, she received her master degree from State University of Padang in 2017. As a lecturer, she has taught several subjects dealing in Teaching English for Foreign Language which focused on ESP (English for Specific Purpose). Beside teaching, she is also experienced in carrying out management functions at BTP. She was first appointed in 2017 as Internship Coordinator who manage collaboration with local and international parties in the hospitality industries. By her accomplishment in bringing the global exposure of BTP to international hospitality industries like Marriot Hotel Global, Intercontinental Hotel Grup, Hyatt International, Accor International and many international chain of hospitality industries, including also top 10 universities in Hospitality and Tourism Studies like Hongkong Polyu and Taylors' University, she has been promoted to be Vice Director III of Partnership and Students Affairs in 2019 until now. Since 2019, she is widely involved in various training programs for developing career in hospitality industries for young hotelier and being a career counselor in hospitality.







## Wendy Suhendry

Vice Director for Student Affairs – Politeknik Tonggak Equator

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Wendy Suhendry was born in Pontianak on June 17, 1987. He is a Diploma 4 graduate of the English language study program at Politeknik Tonggak Equator and a graduate of the Master of Management study program at Universitas Tanjungpura. He was appointed as a permanent lecturer at Politeknik Tonggak Equator in 2015. Currently, he is a permanent lecturer in the English for Business and Professional Communication study program teaching English for Marketing Communication courses. In 2017, he was appointed as the Head of the Career Center at Politeknik Tonggak Equator. When he was the Head of the Career Center, Politeknik Tonggak Equator won a Career Center Service Development Assistance Program grant in 2018. he received a novice lecturer research grant from the government in 2018. In 2019, he obtained the academic position of "asisten ahli" and obtained lecturer certification in 2020. In 2020, his students were successful to secure a funding for the Student Creativity Program in entrepreneurship from the government. In 2020, he was appointed as Interim Officer, Vice Director for Student Affairs. Wendy has also been the chairman of the new student admissions committee and chairman of the graduation committee. In addition, he has been involved in the team for preparing institution accreditation application. The result is Politeknik Tonggak Equator is accredited "Baik Sekali" by BAN PT in December 2020.

## Yohana Dewi Lulu Widayarsi

Head of Information Technology Department

Head Master of Applied Computer Engineering Program – Politeknik Caltex Riau

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Yohana has been a lecturer since 2001. She graduated from Gadjah Mada University in 2019 and completed her master's degree in 2009 in Informatics at the Bandung Institute of Technology and earned her bachelor's degree in Mathematics in 1999 from the University of Riau. The career that she has built since 2001 is shown by occupying the position of assistant academic director, assistant director of finance and personnel and several other key positions. She actively teaches in the fields of applied mathematics, information systems, and data science. In addition, she is also active in research related to IT behaviour.







## Yudhi Agussationo

**Head of Electrical Engineering Program Study**

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Yudhi (or people call Yas) was born dan grew up on the island of the Sumatra, Banda Aceh. Born as the second child of 4 children, he was married and has two children of his own. Since 2016 Yudhi has been working as lecturer at Politeknik Jambi since 2016. As a lecturer, his dreams are to contribute to the development of people and society through the transfer of knowledge, developing a culture of continuous learning, and conducting research and community service. Yudhi completed his undergraduate education at the Faculty of Engineering, Department of Electrical Engineering with a concentration in Industrial control, Yogyakarta State University. He then continued his postgraduate studies at the Faculty of Engineering, Department of Electrical Engineering and Information Technology, Gadjah Mada University in 2016 with a concentration on electronic signal systems. Yudhi has received several research grants from the Ministry of Research, Technol-ogy, and Higher Education in 2018, 2019, and 2021. He also has received a community service grant in 2020 from the Ministry of Research, Technology, and Higher Education. He now serves as the Head of Electrical Engineering Study Program at Politeknik Jambi.

# Universitas Pembangunan Jaya



# Politeknik Caltex Riau



# Universitas Pembangunan Jaya

ERICA | 2022

Universitas Pembangunan Jaya, known as UPJ, is a private research university in Bintaro Jaya, Tangerang Selatan, which center of Urban Studies is the hub for Urban Research in South East Asia. Founded in 2011 and named after the renowned business group Pembangunan Jaya Group that established and supported the university, UPJ was ranked as number 92 among Top 100 Universities in Indonesia in 2020 by the Indonesian Ministry of Education, which made UPJ the youngest university in the league.

Through its centers of excellence, UPJ has forged strong partnerships with different national and international institutions such as Erasmus+ and The Humboldt Foundation to address issues and concerns related to Urban society and development. The collaboration has contributed significant ideas and works brought together by UPJ Young scientists, educators, and students involving the Government and the Public.





# Politeknik Caltex Riau

Politeknik Caltex Riau (PCR) is a private polytechnic located in Rumbai, Pekanbaru - Riau. PCR is situated on a 15 hectares land with an environmentally friendly culture, smoke-free campus area, and well traffic order. This principle is upheld by Politeknik Caltex Riau since its first establishment. PCR is a campus initiated by PT Caltex Pacific Indonesia and Riau Provincial Government, which was officially established on August 31, 2001, and currently has the motto "Empowers You to Global Competition".

Until now Politeknik Caltex Riau has 11 study programs consisting of 5 D3 study programs (Diploma Program), 5 D4 study programs (Applied Bachelor Program) and 1 Applied Masters Study Program. PCR is committed to provide quality education supported by quality human resources with cutting edge and adequate infrastructure. Currently, 7 out of 11 PCR study programs have been accredited A by the National Accreditation Board for Higher Education (BAN-PT) and 3 study programs have been accredited B.

During its 20 years of existence, PCR has collaborated with various parties, including Educational Institutions, Government Institutions, IDUKA (Industry, Business, and the World of Work), and Organizations. In line with the development of the world, PCR continues to improve the quality of education to benefit all lines of society and produce graduates who can fill strategic positions in various worlds of work. These graduates are equipped with hard skills and soft skills that are integrated in the latest curriculum used by PCR. The commitment to improve the quality of education has brought PCR to be one of the polytechnics to be reckoned with in Indonesia. This can be seen through the release of the Ministry of Research, Technology and Higher Education in 2019 regarding the ranking of universities in Indonesia. PCR is at the top of the list as the Best Private Vocational College in Indonesia.

Currently, PCR alumni have worked in various regions in Indonesia and even overseas. This is in line with its motto. Most PCR graduates work in oil industry companies, telecommunications providers, information technology, aviation, banking, government, and entrepreneurship.

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