

Akkreditierungsagentur
im Bereich Gesundheit und Soziales
Accreditation Agency in Health and Social Sciences



Assessment Report

**for the Application of
Universitas Indonesia,
Faculty of Nursing,
for the Accreditation of the Bachelor Study Program
“Nursing” (Bachelor of Nursing)**

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On-site visit	24.10.2022
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Decision	16.02.2023

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1 Introduction

The Accreditation Agency in Health and Social Sciences (AHPGS) is an interdisciplinary and multi-professional organization. Its mission is to evaluate Bachelor and Master's programs in the fields of health and social sciences, as well as in related domains, such as law or economics. By implementing accreditation and recommendation procedures, the AHPGS contributes to the improvement of the overall quality of teaching and learning. However, the higher education institutions remain responsible for fulfilling the quality assurance, too.

Since 2004 the AHPGS has been a member of the European Consortium for Accreditation (ECA). In 2006, the AHPGS also joined the ENQA and became a member of the International Network for Quality Assurance Agencies in Higher Education (INQAAHE) in 2009. Since 2012, the AHPGS has been a member of the Network of Central and Eastern European Quality Assurance Agencies in Higher Education (CEENQA). Starting from 2009, the AHPGS has been listed in the European Quality Assurance Register (EQAR).

In carrying out accreditation procedures, the AHPGS follows the requirements of the Standards and Guidelines for Quality Assurance in the European Higher Education Area (ESG). In the present case, the decision regarding the accreditation of the study program is carried out by the AHPGS Accreditation Commission based on the following accreditation criteria:

1. Program aims and learning outcomes
2. Curriculum design
3. Personnel
4. Facilities and learning resources
5. Study process and student assessment
6. Program and quality management

The external assessment procedure is carried out in four steps:

I. The University's application

The AHPGS verifies the sufficiency of the documents submitted by the University, namely the self-evaluation report and its corresponding annexes. These are to fulfill the assessment spheres as well as the AHPGS standards. As a result, the AHPGS produces a summary (see Sections 2-5), which is to be approved by the University and subsequently made available for the expert group, together with all other documentation.

II. Written review

The main documents are reviewed by the expert group assigned by the accreditation commission of AHPGS. This is done in order to verify the compliance of the study program with the applicable accreditation criteria. Consequently, the experts comprise a short summary regarding the study programs.

III. On-site visit (peer-review)

The experts carry out an external on-site visit at the University. During this visit discussions are held with members of the University, which include University and department administration, degree program management, teachers and students. This provides the expert group with details about the study program beyond the written documents. The task of the experts during the on-site visit is to verify and evaluate the objectives of the program and its projected study results, its structure, staff, material resources, course of studies and methods of assessment (selection of students, assessment of achievements, students' support), as well as of the program management (program administration, external assurance of study quality).

Following the on-site visit, the expert group issues the expert report. This report is based on the results of the visit, the written review of the study programs, and the documents submitted by the University. Finally, the report is made available to the University so that it can issue a response opinion.

The expert report as well as the University's response opinion – together with the provided documents – is submitted to the accreditation commission of the AHPGS.

IV. The AHPGS accreditation decision

The accreditation commission of the AHPGS examines the documentation made available in the process of application, namely the University's self-evaluation report, its annexes, the summary comprised by the AHPGS, the expert report, as well as the University's response opinion. These documents represent the basis for the commission's decision regarding the recommendation for accreditation of the study program. Consequently, this decision – together with all other documentation – is forwarded to the accreditation commission for it to reach a decision regarding the accreditation of the study program.

2 Overview

2.1 Procedure-related documents

The self-evaluation report for accreditation (without the awarding of the official seal of the Accreditation Council of the Foundation for the Accreditation of Study Programs in Germany) of the above-mentioned study program (hereinafter the Self-evaluation report) of the Universitas Indonesia (hereinafter the University) was submitted to the Accreditation Agency in Health and Social Science (AHPGS) in electronic format on August, 19, 2021. The contract between the Universitas Indonesia and the AHPGS was signed on June, 30, 2021.

On January, 28, 2022 the AHPGS forwarded the open questions and explanatory notes (hereinafter OQ) pertaining to the Application for accreditation for the study programs to the University. On February, 22, 2022 the University submitted the answers to the open questions and explanatory notes (hereinafter AOQ) to the AHPGS in electronic format.

The present document presents the summary of the AHPGS for the Bachelor study program "Nursing". The first cohort for this program was admitted in the academic year 1985/1986.

The application documentation submitted by the Universitas Indonesia follows the outline recommended by the AHPGS. Along with the application request towards accreditation of the Bachelor study program "Nursing, the following additional documents can be found in the application package.

The application, the open questions (OQ) and the answer to the open questions (AOQ) as well as the additional documents build the basis for the present summary. The layout bears no significance, as it solely reflects the agreed standard within the University.

2.2 Study program

2.2.1 Structural data

University	Universitas Indonesia
Faculty/Department	Faculty of Nursing

Cooperation partner	Currently, the “Nursing” program is collaborating with 20 national and 14 international institutions																																																							
Title of the study program	“Nursing”																																																							
Degree awarded	Bachelor of Nursing																																																							
Form of studies	Full-time, on-campus																																																							
Organizational structure	Academic level: Monday to Friday 08:00 – 16:00 Professional level: Monday to Saturday 08:00 – 16:00																																																							
Language of Studies	Bahasa Indonesia																																																							
Period of education	Ten semesters (eight semesters academic level and two semester professional level)																																																							
Credit Points (CP) according to the internal Credit System	180 Credits (144 Credits academic level and 36 Credits professional level)																																																							
Hours/CP	<table border="1"> <thead> <tr> <th>Learning Methods</th> <th>Interactive and cooperative learning (Mins per 1 Credit)</th> <th>Structured Assignments (Mins per 1 Credit)</th> <th>Independent learning (Mins per 1 Credit)</th> <th>Total Sessions per Module</th> </tr> </thead> <tbody> <tr> <td>Lecture with interactive discussion and tutorial</td> <td>50 mins</td> <td>60 mins</td> <td>60 mins</td> <td>16 sessions / semester</td> </tr> <tr> <td>Laboratory learning, clinical learning, research, and community empowerment</td> <td colspan="3">170 mins</td> <td>16 sessions / semester</td> </tr> </tbody> </table> <p>Source: UI Rector's Regulation No.14 year 2016 regarding the Implementation of Bachelor's Programs at UI</p>						Learning Methods	Interactive and cooperative learning (Mins per 1 Credit)	Structured Assignments (Mins per 1 Credit)	Independent learning (Mins per 1 Credit)	Total Sessions per Module	Lecture with interactive discussion and tutorial	50 mins	60 mins	60 mins	16 sessions / semester	Laboratory learning, clinical learning, research, and community empowerment	170 mins			16 sessions / semester																																			
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CP for the final paper	7 Credits																																																							
Launch date of the study program	Academic Year 1985/1986																																																							
Time of admission	Winter Semester																																																							
Number of available places on the program	130																																																							
Number of enrolled students by now	626																																																							
Tuition fees	<table border="1"> <thead> <tr> <th>Payment Method</th> <th>Class 1</th> <th>Class 2</th> <th>Class 3</th> <th>Class 4</th> <th>Class 5</th> <th>Class 6</th> </tr> </thead> <tbody> <tr> <td>Equitable Education Operating Costs</td> <td>0 - 500.000 (0 - ≈ €28.94)</td> <td>>500.000 - 1.000.000 (≈ €28.94 - ≈ €57.89)</td> <td>>1.000.000 - 2.000.000 (≈ €57.89 - ≈ €115.79)</td> <td>>2.000.000 - 4.000.000 (≈ €115.79 - ≈ €231.58)</td> <td>>4.000.000 - 6.000.000 (≈ €231.58 - ≈ €347.37)</td> <td>>6.000.000 - 7.500.000 (≈ €347.37 - ≈ €434.22)</td> </tr> <tr> <td>Elective Education Operating Costs</td> <td>10.000.000 (≈ €579)</td> <td>12.500.000 (≈ €723)</td> <td>15.000.000 (≈ €868)</td> <td>17.500.000 (≈ €1013)</td> <td>20.000.000 (≈ €1158)</td> <td></td> </tr> </tbody> </table>						Payment Method	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Equitable Education Operating Costs	0 - 500.000 (0 - ≈ €28.94)	>500.000 - 1.000.000 (≈ €28.94 - ≈ €57.89)	>1.000.000 - 2.000.000 (≈ €57.89 - ≈ €115.79)	>2.000.000 - 4.000.000 (≈ €115.79 - ≈ €231.58)	>4.000.000 - 6.000.000 (≈ €231.58 - ≈ €347.37)	>6.000.000 - 7.500.000 (≈ €347.37 - ≈ €434.22)	Elective Education Operating Costs	10.000.000 (≈ €579)	12.500.000 (≈ €723)	15.000.000 (≈ €868)	17.500.000 (≈ €1013)	20.000.000 (≈ €1158)																														
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Chart 1: Structural data of the study program

2.2.2 Qualification objectives and employment opportunities

The Bachelor study program “Nursing” at the Faculty of Nursing of Universitas Indonesia is one of the oldest nursing programs in Indonesia. As the University states, the program has a sharp focus on preparing the graduates to provide entry-level, safe, competent, ethical care to culturally diverse individuals, families and populations across healthcare settings and across the lifespan, as well as to function effectively as a member of the Nursing Profession and as a member of an interdisciplinary healthcare team. The graduates are also able to perform and use evidence-based practice.

In order to obtain the degree, students have to complete two phases: The academic level and the professional level. During the academic level, students will learn about the concept and skills of nursing in classes and laboratory settings. During the professional level, the students will apply their knowledge and skills in the families, community, public health centers and/or hospital settings.

The curriculum of the Bachelor study program “Nursing” considers several skills, including departmental, methodical, learning and social skills as well as overarching skills. These skills are achieved through the 5 program learning outcomes (PLO) from the academic level and six program learning outcomes from the professional level.

The following learning outcomes are intended: Students should, among others, be able to

- provide professional nursing care in various health care settings focusing on urban health,
- implement the educational principles to patients, colleagues and the health care team,
- solving problems through a scientific approach/research,
- analyze the concept application of an organization, the leadership and the management in nursing care,
- demonstrate the principles of effective communication technique and health team collaboration at simulation case,
- plan disaster management and disaster impact mitigation at simulation case,
- identify complementary therapy in providing nursing care.

According to the University, the development of the profession “Nursing” increases rapidly and provides professional nurses with various specializations. The need of nurses also increased during the Covid-19 pandemic. Recent data from a tracer study shows that the three top careers that nursing graduates choose are clinical nurse (70 %), nurse educator (23 %) and public health nurse (4 %) (SER 1.4.2).

2.2.3 Modularization and exam system

The “Nursing” program consists of 56 modules on the academic level as well as 11 modules on the professional level:

Module Group	Academic Level			Professional Level		
	Total of Modules	Credit	%	Total of Modules	Credit	%
University	5	18	12.5			
Health Sciences Cluster	7	15	10.4	1	2	5.6
Faculty	40	100	69.4	10	34	94.4
Special	2	7	4.9			
Elective	2	4	2.8			
Total	56	144	100	11	36	100

There are six to nine modules with a total of 18 to 21 Credits provided for each semester (except semester 8, where only one module is to be completed). All modules have to be completed within one semester.

The list of modules offered in the Bachelor study program “Nursing”:

Semester I Subject	Credit	Semester II Subject	Credit	Semester III Subject	Credit	Semester IV Subject	Credit
Integrated Personality Development Skills A (MPKT A)	6	Integrated Personality Development Skills B (MPKT B)	6	Entrepreneurship	2	Disaster Management	2
Sports/Arts (MPK Olahraga/Seni)	1	Healthcare Teamwork and Collaboration 1	2	Fundamentals of Nursing	3	Health Research Methodology	3
Religion (MPK Agama)	2	Basic Nursing Science	4	Mental Health-Psychiatric Nursing 1	2	Mental Health-Psychiatric Nursing 2	2
Basic Biomedical Sciences 1	2	Professionalism in Nursing	3	Biostatistics	2	Pediatric Nursing 1	3
Basic Biomedical Sciences 2	2	English for Nursing 1	2	Communication in Nursing Practicum	2	Medical Surgical Nursing 1	2
Ethics and Law in Health	2	Basic Nursing Concept 1	3	Patient Safety	3	Transcultural Nursing	3
Health Communication	2			English for Nursing 2	2	Fundamentals of Nursing Practicum (Praktikum Keperawatan Dasar)	3
English (MPK Bahasa Inggris)	3			Basic Nursing Concept 2	3	Nursing Information Technology	2
				Elective	2		
Total	20	Total	20	Total	21	Total	20

Semester V		Semester VI		Semester VII		Semester VIII	
Subject	Credit	Subject	Credit	Subject	Credit	Subject	Credit
Health Promotion	2	Maternity Nursing 2	2	Introduction to Skripsi (Final Project)	2	Skripsi/Final Project (Student Thesis)	5
Pediatric Nursing 2	2	Pediatric Nursing Practicum	3	Integrated Emergency Nursing	3		
Maternity Nursing 1	2	Medical Surgical Nursing 3	2	Integrated Critical Nursing	2		
Mental Health and Psychiatric Nursing Practicum (Praktikum Keperawatan Jiwa)	3	Leadership and Management in Nursing	4	Maternity Nursing Practicum	3		
Family and Community Nursing	4	Medical Surgical Nursing 2 Practicum	2	Integrated Emergency and Critical Care Nursing Practicum	2		
Medical Surgical Nursing 2	3	Gerontological Nursing	2	Medical Surgical Nursing 3 Practicum	2		
Medical Surgical Nursing 1 Practicum	2	Family and Community Nursing Practicum	3	Gerontological Nursing Practicum	2		
		Health Promotion Practicum	2	Complementary Nursing Therapy	2		
				Elective	2		
Total	18	Total	20	Total	20	Total	5

The module description/catalogue covers the following aspects: module title, level/semester, language, learning outcomes/goals/skills of the module, content, examination forms.

Modules at the University level aim to enhance students' soft skills. These modules are designed to help students master the basic cognitive and character-building development. The implementation of these modules is integrated at the University level and managed by the Vice Rector for Education:

Module Group	Module	Credit
University	Integrated Personality Development Skills A	6
	Integrated Personality Development Skills B	6
	Religion	2
	Sports	1
	English	3
	Total	18

Furthermore, five health faculties (Nursing, Medicine, Dentistry, Pharmacy and Public Health) collaboratively developed the modules at the health science cluster:

Health Science Cluster	Basic Biomedical Science I	2
	Basic Biomedical Science II	2
	Ethics and Law in Health	2
	Health Communication	2
	Health Teamwork and Collaboration	2
	Health Research Methodology	3
	Disaster Management	2
Total		15

These modules are taken from the first semester to form the foundation of interprofessional teamwork. Representatives from teach faculty are expected to teach these modules. Besides the compulsory modules at the University level and health science cluster, there are also 4 Credits of elective courses in the “Nursing” program. There, students can choose any module implemented at Universitas Indonesia (SER 1.2.2).

The structure of the “Nursing” program follows the logic of basic modules in the first year, followed by advanced modules in the years after. It is divided in four years of study at the academic level and one year of study at the professional level. The “Nursing” program was designed based on the guidelines of the curriculum development of Universitas Indonesia as well as the guidelines of the Association of Indonesian Nursing Education (AINEC) (SER 1.3.4).

The didactic concept applied in the “Nursing” program is the so-called “Student Centered Active Learning” (SCAL). According to the University, this helps students and teaching staff to become actively involved in the teaching-learning process. This method is used across all courses and adjusted with the expected learning outcome of each course. There are different types of the SCAL method used in the “Nursing” program: Problem-based learning, collaborative learning, simulation, demonstration, group discussions, etc. In general, the method of learning is chosen based on the learning outcome of each course (SER 1.2.4).

The two semesters of clinical placement or internships for students at the professional level aims to strengthen the students’ skills and improve their critical thinking and clinical decision-making in delivering patient care. The schedule for students’ clinical placement as well as their clinical practice rotation is

organized by the University. The students will be rotated in different practice areas based on the target of competency. The course coordinators design the course handbook, which includes information regarding clinical placement activities and target of competency. The coordination with the practice areas is carried out through meetings and program contracts in advance of the internships. A clinical instructor (CI) will supervise the internship students in the academic as well as practice areas. The academic CI is a member of the teaching staff of the "Nursing" program who has a qualification as a registered nurse, a minimum of a master's degree and expertise in the course that she or he will supervise. A practice area CI is assigned by their institution with the qualification of a certified instructor, registered nurse with a minimum of a Bachelor degree of Nursing and five years of experience as a clinical nurse. The clinical instructors from both sides discuss regularly how to ensure that students obtain the expected learning outcomes. The quality assurance during the internships is maintained by:

- Ensuring the above-mentioned qualifications of the CIs,
- Regular training for the clinical instructors,
- Evaluation from students and stakeholders (survey and focus group discussions),
- Regular meeting of the CIs.

The evaluation results are then used to make improvement plans (SER 1.2.6).

According to the University, the curriculum of the "Nursing" program is constructed based on graduate profiles among ASEAN (Association of Southeast Asian Nations) countries and follows the guidelines of the Association of Indonesian Nurse Education Centre, which is based on ASEAN Nursing Common Core Competencies. Within the process of evaluation, revision and adjustment, the "Nursing" program asked the University of Manchester, United Kingdom and Fudan University for advice. The Faculty of Nursing is an active member of international nursing institution associations, such as the East Asian Nursing Education and Research Network (SEANERN) and the Asian and Pacific Alliance for Nursing Education (APANE).

Currently, the "Nursing" program prepares classes and modules that are delivered in English, such as Basic Nursing Practicum, English for Nursing 1 and 2, Psychiatric and Mental Health Nursing, Pediatric Nursing and Medical-

Surgical Nursing 1, 2, and 3. Students who attend these classes need to have a minimum TOEFL score of 500. As an effort to go international, the “Nursing” program conducts inbound and outbound programs. Students from Australia, Thailand, Japan, Philippines and Spain have already participated in the inbound program. These international students attended the English classes. Students who wish to apply for the outbound program need to have a minimum TOEFL score of 500 (SER 1.2.9).

The integration of research into the “Nursing” program is carried out through several strategies, including applying research results from the teaching staff into their teaching materials and research activities, such as journal reading and critics. Some research results conducted by the teaching staff have been developed into courses in the “Nursing” program, such as transcultural nursing and patient safety courses. Furthermore, several courses in the “Nursing” program are related to research, including health research methodology, basic biostatistics, undergraduate thesis introduction as well as the undergraduate thesis. After completing the thesis course on the academic level, the students are expected to be able to conduct research, which includes formulating a problem, writing literature reviews systematically, deciding on appropriate research methods, collecting and analyzing data and writing the research report. Additionally, on the professional level, students have to prepare a final case report which focuses on reporting a nursing care plan and the implementation of evidence-based nursing intervention (SER 1.2.7).

The assessment of learning outcomes is based on the Indonesian Ministry of Higher Education. The “Nursing” program applies several methods of assessment, including written or oral examination as well as observation. The written tests in form of the mid-term and the final exam are conducted in week 8 and 16. Other examination methods are implemented during the semester:

Semester	Number of Module	Number of Credits	Types of Examination	Times of Examination
1	8	20	Written test, Case presentation, Paper (individual or group), Laboratories skill examination, Clinical supervision, Quiz	The written tests in the form of mid-term and final exam are conducted in weeks 8 and 16, respectively. Other methods are implemented during the semester.
2	6	20	Written test, Presentation, Reflective writing, Paper (group), Laboratories skill examination, Scenario-based examination for education and health promotion	
3	9	21	Written test, Presentation, Reflective writing, Laboratories skill examination, Paper (individual or group)	
4	8	19	Written test for biostatistics and research methodology, Research proposal, Proposal examination, Result examination, Result report	
5	7	19	Written test, Case presentation, Reflective writing, Laboratories skill examination, Paper (group), Role play, Seminar	
6	8	20	Written test, Case presentation, Reflective writing, Laboratories skill examination, Paper (group), Role play, Seminar	
7	9	20	Written test, Case presentation, Reflective writing, Laboratories skill examination, Paper (group), Role play, Seminar	
8	1	5	Thesis defense	
1	8	20	Written test, Case presentation, Paper (individual or group), Laboratories skill examination, Clinical supervision, Quiz	During the clinical practice period
2	6	20	Written test, Presentation, Reflective writing, Paper (group), Laboratories skill examination, Scenario-based examination for education and health promotion	

At the academic level, a minimum grade for students to pass a course is 55 on a 0 to 100 scale. At the professional level, the minimum grade is 70. Students who cannot attend the test due to health issues or other unforeseen circumstances are allowed to take the test on another agreed day. The University in general does not regulate repeatability of exams, therefore, the faculty handbook states that the students are allowed to repeat the exams once.

Before entering the professional level, the students must attend a comprehensive pre-clinical examination (theory and practice). After completing the professional level, students have to take the national competency examination, which is conducted by “Lembaga Pengembangan Uji Kompetensi Tenaga Kesehatan”.

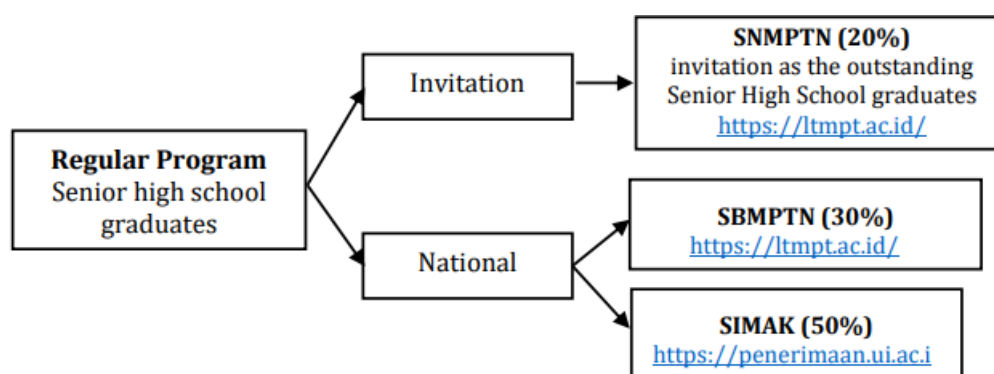
The University has developed a Disability Service Unit. It has no regulation stating that the prospective students should be free from chronic illness. However, the Faculty of Nursing decided that all the programs at the faculty, including the “Nursing” program, do not accept students with disabilities. If

during the period of study, a student has a health issue, she or he will be given time to get the necessary treatment and is allowed to take the missed examinations on an agreed time (SER 1.2.3).

2.2.4 Admission requirements

To be admitted in the “Nursing” program at the Faculty of Nursing, Universitas Indonesia, there are two different schemes:

- 1) Centrally, through the Higher Education Entrance Test Body (LTMPT) of the Indonesian Ministry of Education. The LTMPT carried out entrance test for public universities in Indonesia is conducted through the “National Entrance Selection” (SNMPTN) and the “Collective Entrance Selection” (SBMPTN). Students are selected by the National Entrance Selection based on their academic achievement or portfolio and do not require doing a written test. The selection criteria include the average grade of the high school report (must be above 8). Collective Entrance Selection students are selected based on the result of a computer-based test.
- 2) Autonomously, carried out by Universitas Indonesia. The autonomous entrance test of Universitas Indonesia is called SIMAK and is based on the rector regulation.



2.3 Study conditions and quality assurance

2.3.1 Human resources

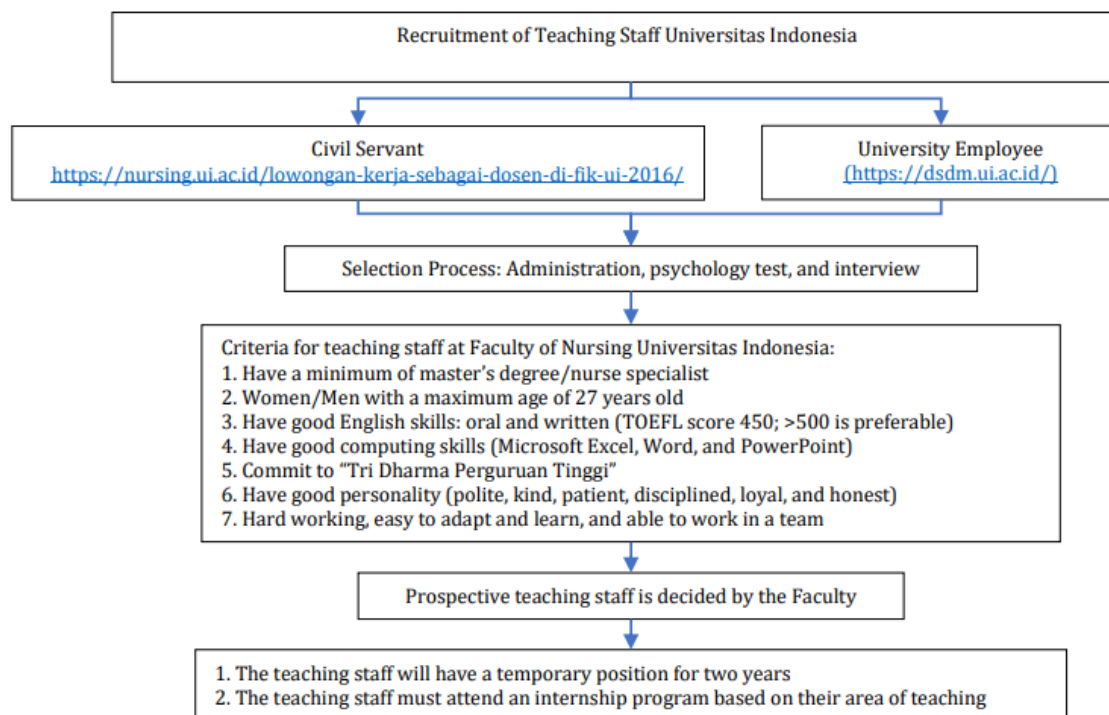
The workload in the “Nursing” program is managed by 7 professors, 14 associate professors, 18 assistant professors, 33 lecturers and 17 visiting professors on the academic level and 55 clinical instructors from the faculty and 20 clinical instructors from the practice areas on the professional level.

Regarding the total of 485 students and the 72 full-time teaching staff in the program, the student to faculty ratio on the academic level is 1:7. On the professional level, there are 55 clinical instructors at the faculty who are responsible for 93 students, therefore, the student-to-faculty ratio is 1:2.

The calculation of the total staff required in the “Nursing” program is based on the total credits per semester, as well as the number of students. The Internal Quality Assurance System Guidelines from 2017 are referring to a maximum of 30 students in one class. Accordingly, each cohort of students is divided into four groups. On the professional level, the maximum number of students in one group is 8, due to close supervision in the clinical setting.

All the staff on the academic level (except for the visiting professors, their workload is occasionally) have a total workload of 12 hours per week. The clinical instructors on the professional level have a total workload of 8 hours per week (SER 2.1.1).

The recruitment process of teaching staff is designed as follows:



The continuous professional development for the teaching staff is carried out through formal and informal activities by attending various trainings, such as clinical instructor training, teaching skill training, student-centered active learning training, assessment of learning training, research methodology

training, etc. The teaching staff also have the opportunity to continue their education and are eligible to take leave throughout their education years.

2.3.2 Facilities

The teaching and learning activities of the “Nursing” program are carried out mostly at the Health Sciences Cluster building (HSC). It has adequate classrooms to support the activities, as it consists of a big lecture hall for 500 students, 17 smaller classrooms for 40-75 students, and 20 tutorial rooms for 10-15 students. Each room is equipped with a projector set (computer, projector, and screen), LCD TV set, whiteboard, sound system set, Wi-Fi, and air conditioning. Furthermore, HSC provides the students with workstations in each level of the building. The use of facilities at the HSC building is managed collectively by the four health science departments. The management of HSC will arrange the classroom for all courses across the health sciences cluster before the beginning of the semester. The Faculty of Nursing also has adequate nursing laboratories to learn from general to specific nursing skills, to support the achievement of hard and soft skills of students. The laboratories consist of the wet and dry laboratory; intra-natal maternity; pediatric; emergency room; simulation room for intensive care/cardiac care unit; preparation room; general laboratory I, II, and III; instruction room; psychiatric nursing laboratory; and community nursing laboratory. Each laboratory can hold between 15 and 50 students. There are also five computer laboratories with a capacity of 60 students each located in the HSC building (SER 2.3.1).

According to the University, the main library of Universitas Indonesia is a merger from libraries across faculties. The library provides integrated services for all students of Universitas Indonesia, including the Faculty of Nursing, where the “Nursing” program is located. In 2021, there were 34,600 journal collections in the main library; 154,922 textbooks; 1,807 classic books; 13,835 reference books; 3,021 public collections; 2,973 bulletins; 2,069 multimedia items; and 2,471 scripts. Additionally, there is also a collection of proceedings, dissertations, thesis, undergraduate thesis, final assignments, and research reports. This is a comprehensive collection of Universitas Indonesia, not just the FoN. The total nursing textbooks and e-books is 23.425 titles (20.110 textbooks and 3.315 e-books).

The main library of Universitas Indonesia is one of the largest collections in Asia. Universitas Indonesia's students can also request for new journals and books. The library opens every day from 8 am to 5 pm. During the examination weeks, the library is open until 9 pm. Students and teaching staff can also access and download the collection of journals, e-books, and other learning resources online.

2.3.3 Quality assurance

The academic quality assurance system at Universitas Indonesia consists of an academic quality assurance unit at the faculty level as well as the program at the study level. At the University, the "Plan-Do-Check-Act" (PDCA) approach is used. The quality assurance of education and research at the "Nursing" program is in accordance to the regulations of the Indonesian Ministry of Research, technology and Higher Education (SER 1.6.1).

The internal quality assurance is carried out with the scope of the university, faculty and study program through the academic internal quality audit. The external quality assurance is carried out through international and national accreditation. The national accreditation is conducted by the independent accreditation body for higher education of health. The accreditation status needs to be renewed every five years. The last national accreditation of the "Nursing" program was carried out in 2019. In 2019, the program was also going through an international assessment by ASEAN University Network-Quality Assurance (which will also be renewed every five years).

The results of the internal and external quality assurance evaluation are forwarded to the head of the study program, the faculty and the University management. A follow-up plan will be made based on the results.

The quality assurance at the program level is carried out based on the guidelines from the university and the faculty. The measurements are conducted through different evaluation systems (SER 1.6.2):

- By the end of each semester, students are asked to fill out an online questionnaire to evaluate the learning process, teaching staff and facility through lecturer's evaluation by the students.

- Internal evaluation per semester and internal evaluation per year are carried out to understand the quality of achievement of each program based on expected criteria and indicators.
- The faculty monitors and evaluates the quality of the study program by conducting focus group discussions, evaluating supervisors of undergraduate thesis and evaluating supervisors of clinical instructors by asking for feedback from students. These discussions are carried out at the end of the semester by including representatives of the student from each batch. The aim is to get qualitative data regarding the quality of the learning process, which includes undergraduate thesis and clinical learning.

The academic quality assurance team will check the modules of the study program prior to the start of the semester to ensure that it corresponds with faculty and university standards (SER 1.6.3). The evaluation of the practical relevance of the "Nursing" study program is carried out through tracer study. The Universitas Indonesia's Career Development Center and the alumni division of the Faculty of Nursing run a tracer study centrally to identify the graduates' employability. A tracer study is carried out via electronic survey and force group discussions. Upon graduation, the graduates are sent a survey link through an electronic email. The result of the tracer study is reported to the Head of the Faculty and academic staff for follow-up, such as recommendations for the learning process and curriculum development. The process of the tracer study is monitored by the manager of alumni and the career development center. A tracer study conducted in 2021 found that it took, on average, three months for a recent graduate to find work. Several hospitals invited the new graduates of the BNP to work at their institutions (SER 1.6.4). Out of all graduates asked in 2021, 63 graduates (70%) work as clinical nurses, 21 graduates work in nursing education, 4 graduates (4%) work as public health nurses, 3 graduates (3%) work as private employees, two graduates (2%) work in health insurance and 6 graduates (7%) work in other sectors.

Currently, FoN UI has six departments: Nursing Leadership and Management Department, Medical-Surgical Nursing Department, Maternity Nursing Department, Pediatric Nursing Department, Mental Health Nursing Department, and Community Nursing Department. The number of teaching staff and assignments is based on each department's needs. At the beginning of the semester,

the study program invites all departments for a meeting to discuss the teaching staff involved in each course. Each department will assign a teaching staff to become a course coordinator. The criteria for a course coordinator includes a permanent staff member with a minimum of a master's degree and a teaching skill certificate. The coordinator is responsible for making a course handbook. The course handbook contains information such as the teaching team, course schedule, and necessary information for the course. The head of the study program always coordinates with course coordinators. The result of the evaluation will be used to make a teaching and learning plan for the next semester (SER 2.2.1).

For students in their first year, the "Nursing" program also has an academic counseling program. Each student can consult teaching staff, course coordinators, or personal tutors about academic matters. Additionally, a mentor who is a senior student will be assigned for each first-year student (SER 1.6.8).

The "Nursing" program as well as the whole University supports gender equality as well as equal opportunity in the admissions process. There is no certain gender, religion, ethnicity, or economic status excluded from the admission process. The consideration is based on objective measurements, such as examination scores. There are more female students than male students in the "Nursing" program. The same is true of the staff. Therefore, the "Nursing" program conducts several events to promote itself to senior high school students, particularly to encourage male students to enroll into the program.

Furthermore, the tuition fee becomes a problem for some people. Universitas Indonesia ensures that their students receive enough economic support to finish their studies through government or non-government scholarships, such as Tuition Fee for High Achieving Economically Disadvantage Student (BIDIKMISI), The scholarship for students from the furthest and frontier, most secluded, and poorest area of Indonesia (AFIRMASI), and Alumni Association of Universitas Indonesia (ILUNI). Universitas Indonesia also works with the students who need support to pay for their tuition (SER 1.6.9).

As the University states, Universitas Indonesia provides facilities for students with disabilities. Students may have physical limitations because of chronic illness or accidents before or after becoming students at the University. The University and faculty provide facilities, such as wheelchairs, guiding block

pathways for blind people, lifts, and restroom/toilet for disabled students (SER 1.6.10).

2.4 Information about the University

The Universitas Indonesia was established in 1950. At this time, the University had faculties in Jakarta (Medicine, Law, Social and Political Sciences), Bandung (Engineering), Bogor (Agriculture), Surabaya (Dentistry) and Makassar (Economics). The faculties outside Jakarta grew independently and became separate universities between 1954 and 1963. Universitas Indonesia initially had three campuses in Jakarta, located in Salemba, Pegangsaan Timur, and Rawamangun. In 1987, the Universitas Indonesia Campus was built in Depok. Until 2000, the Faculty of Medicine, Dentistry, and a few postgraduate programs of other faculties were still located in Salemba.

The Faculty of Nursing started to move to Depok in 2000. Since 2013, all the programs of the health science cluster (Medicine, Dentistry, Nursing, Public Health and Pharmacy) are carried out in the Health Science Cluster building to strengthen interdisciplinary collaboration.

Currently, there are 291 study programs from 13 faculties with more than 47,000 students (out of which 309 are international students). Universitas Indonesia has two campuses: at the center of business in Jakarta (Salemba) and Depok (West Java), where the “Nursing” program is located. The Faculty of Nursing has 1,072 students consisting of 578 undergraduate students, 308 master students, 78 specialist students and 108 doctoral students:

Study Program	Total Students	Women	Men
Bachelor Nursing Program	578	536	42
Master's	308	236	72
Community Nursing Specialist	8	3	5
Maternity Nursing Specialist	9	9	-
Medical-Surgical Nursing Specialist	23	17	6
Psychiatric Nursing Specialist	23	15	8
Pediatric Nursing Specialist	15	15	-
Doctoral Program	108	79	29
Total	1072	910	162

3 Expert report

3.1 Preliminary remarks

The Accreditation Agency in Health and Social Sciences (hereinafter AHPGS) was commissioned by Universitas Indonesia (hereinafter the University) to accredit the study program “Nursing” (Bachelor of Nursing).

The on-site visit evaluation of the study program “Nursing,” as well as the study programs “Hospital Administration”, “Public Health” and “Public Health Science” offered at the Universitas Indonesia was carried out on October 24 and 25, 2022 at Depok, West Java, Indonesia.

The documents of the University, the feedback from the experts to the documents and the results of the discussions with the representatives of the University during the on-site visit serve as a foundation for the statements made in the Expert Report.

The following experts were appointed by the Accreditation Commission of AHPGS for the evaluation of the study program.

Prof. Dr. Uta Gaidys

Hamburg University of Applied Sciences, Germany

Professor of Nursing Science (Ethics, Communication)

Head of the Nursing and Management Department, Representative for the Master's Degree Program in Nursing

Fields of Study/ Subjects: Ethics, Communication, Nursing Science, Nursing Research, Science-Based Care, Professionalisation, Care of People with Chronic Diseases

Prof. Dr. Franz Hessel

SRH Berlin University of Applied Sciences, Germany

Professor for Healthcare Management

Program Director MBA/EMBA

Program Head MBA Healthcare Management

Berlin School of Management

SRH Berlin University of Applied Sciences

Visiting Professor University Duisburg-Essen, University Granada, Metropolia Helsinki, Technical University Ostrava

Former Director International HEOR, Abbott Diagnostics

Former Head of HEOR Germany, Sanofi

Medical Studies and Master Public Health LMU Munich

Dr. Rolf Heusser

National Research Program 74 "Smarter Health Care", University of Zurich, Switzerland

Former Director of National Institute for Cancer Epidemiology and Registration, Zurich, Switzerland

Former director of Swiss Accreditation and QA agency in Higher Education (OAQ)

Former Chairmen of the European Consortium of Accreditation in higher Education (ECA)

Prof. Dr. Klaus Runggaldier

MSH Medical School Hamburg, University of Applied Sciences and Medical University, Germany

Professor of Medical Education

Dean of the Faculty of Health Sciences,

Managing Director of Falck Rettungsdienst GmbH, former COO Emergency

Medical Services and Quality Manager of Malteser Hilfsdienst on federal

level and Managing Director and Head of School of Malteser Training Center in Nellinghof, Germany

Paramedic

Mr. Leopold Beham

Technical University of Munich, Germany

Student of Human Medicine

Dr. Martina Plaumann

Unit: Prevention of Diabetes Mellitus, associated Risk Factors and Secondary Diseases at the Federal Centre for Health Education (BZgA), Bonn, Germany

Deputy Head of the Unit

Member of the German Society for Community Medicine and Prevention

Member of the German Society of Public Health

Studies in Nutritional Sciences at the Friedrich Wilhelm University Bonn,

Christian Albrecht University Kiel, Germany, and Agricultural University

of Wageningen, The Netherlands

Studies in Public Health at the Medical School Hanover, Germany

Prof. Dr. Birgit Vosseler

Eastern Switzerland University of Applied Sciences, St. Gallen, Switzerland

Professor for Nursing Sciences

Dean of the Department of Health Care, Vice President

Visiting professor at Nebraska Methodist College Omaha, NE/USA

Nursing management education at University of Applied Sciences Münster, Germany and San Jose State University, CA/USA, Doctoral Degree at Martin Luther University Halle-Wittenberg, Germany

Registered nurse

According to the Rules for the Accreditation of Study Programs and for System Accreditation (determined by the decision of the Accreditation Commission, of December 8, 2009 in the version of February 20, 2013, Drs. AR 20/2013), the task of the experts in the accreditation procedures is to evaluate the education concept of a specific study program as well as to estimate the possibility of its successful implementation. This concerns, in particular, qualification objectives of the study program, its conceptual integration into the system of education, the concept of the study program, feasibility of the content and scope of studies, the examination system, study-relevant collaborations, personnel, material and space resources, transparency and documentation, application of the results of quality assurance for further development of the study program (it is especially important to present the analyses and evaluation results of student workload, academic accomplishments and employment of graduates, which are to be documented and taken into account within the framework of continuous development of the study program), as well as the provision of gender equality and equal opportunities.

The on-site visit of the experts is carried out in accordance with the “Standards and Guidelines for Quality Assurance in the European Higher Education Area” (ESG), established by the European Association for Quality Assurance in Higher Education (ENQA). After the announcement of the accreditation decision, the expert report will be published as a part of the Final Report.

3.2 Basic information about the study program

The main objective of the Bachelor study program “Nursing” offered at the Faculty of Nursing at Universitas Indonesia is to prepare the students to provide entry-level, safe, competent and ethical care to culturally diverse individuals, families and populations across healthcare settings. In order to obtain the degree, students must complete two phases: The academic level and the professional level. During the academic level, students will learn about the concept and skills of nursing in classes and laboratory settings. During the

professional level, the students will apply their knowledge and skills in e.g., hospital settings.

The study program requires the obtainment of 180 Credits (SCU) according to the internal credit system (144 Credits on the academic level and 36 on the professional level). One SCU is equal to 50 contact minutes of lecturers or 170 mins of laboratory or clinical training per week. The program applies the University's internal credit system. Thus, students' performance is evaluated based on the results of a Grade Point Average (GPA) and the Cumulative Grade Point Average (CGPA). GPA is calculated by dividing the sum of the grade points (with 4 being the best achievable grade and 0 being the worst) received in all courses registered during one semester by the total credit hours of the same courses. CGPA is calculated by dividing the total credits received from all courses a student has completed since joining the program by the sum of the credit hours of these courses. According to the University regulations, students with a GPA of at least 2.00 are considered to have successfully completed the respective course. To successfully complete the whole program, students have to pass all obligatory examinations with the minimum grade of 2.00 CGPA score.

The total workload of the program constitutes of 8.160 hours, of which 4.307 hours are contact hours, 1.632 are professional level hours, 1.904 are laboratory learning hours and 317 hours are calculated for the final project. It is a full-time study program with a regular duration of 5 years/10 semesters (8 semesters on the academic level and 2 semesters on the professional level). The program curriculum consists of 56 modules on the academic level and 11 modules on the professional level:

Module Group	Academic Level			Professional Level		
	Total of Modules	Credit	%	Total of Modules	Credit	%
University	5	18	12.5			
Health Sciences Cluster	7	15	10.4	1	2	5.6
Faculty	40	100	69.4	10	34	94.4
Special	2	7	4.9			
Elective	2	4	2.8			
Total	56	144	100	11	36	100

There are 130 study places annually available in the program. Admission takes place every winter semester. The first batch of students was admitted to the program in the academic year 1985/1986. The Bachelor study program

“Nursing” at the Faculty of Nursing of Universitas Indonesia is the oldest nursing programs in Indonesia.

3.3 Expert Report

The on-site visit was carried out on October 24-25, 2022, according to the previously agreed schedule. Representatives from the head office of AHPGS accompanied the expert group.

The expert group met on October 23, 2022, for preliminary talks prior to the on-site visit. They discussed the submitted application documents and the results of the written evaluation as well as questions that had been raised. Furthermore, they prepared the plan of the on-site visit at the University.

During the on-site visit, experts conducted discussions with the University management (rector, secretary, vice rector of academic and student affairs, vice rector of research and innovation, vice rector of human resources and assets, head of academic quality assurance agency, director of education, director of academic development and learning resources, director of center for independent learning, director of student affairs, head of the new student admission office, head of the office of international affairs, director of budget planning, director of finance, director of human resources), representatives of the Faculty of Nursing, the dean, vice dean and the teaching staff of the program “Nursing” as well as with students currently studying in the program and alumni. Furthermore, they inspected the learning premises, such as lecture halls, seminar classrooms, library, and computer classes. Moreover, the experts had the opportunity to see the equipment and the capacity of the laboratories as well as the teaching hospital.

The expert report is structured in compliance with the international accreditation criteria from AHPGS which are based on the “Standards and Guidelines for Quality Assurance in the European Higher Education Area” (ESG), established by the European Association for Quality Assurance in Higher Education (ENQA). The study program will be described and analyzed in a comprehensive manner below. The documents submitted by the University, the experts’ feedback to the documents, the observations made during the on-site visit, the results of discussions with the representatives of the University, and members of the Faculty of Nursing serve as the foundation for the statements made in the expert report.

3.3.1 Program aims and their implementation

Universitas Indonesia (UI) is one of the oldest higher education institutions in Asia. With more than 400.000 alumni, UI has an important impact on the regional level. The University itself has set the goal to become a competitive center of science, technology and culture, through the effort to educate the nation's life to improve people's welfare, and thereby contributing to the development of Indonesian society. Therefore, a teaching hospital was opened on the campus in 2019, which the experts positively acknowledge (*see also 1.3.5*).

Furthermore, UI wants to establish an internationalization strategy and advance this strategy within its study programs. As the University states the government also supports the internationalization of all universities within Indonesia and would like to increase mobility in the country, especially by increasing mobility in the Bachelor programs through internships, semesters abroad or similar. For the Master programs UI wants to allocate some of its budget to invite students as well as visiting professors from foreign universities.

The experts welcome the University's plan. They appreciate the research activities and -cooperation already available at the Faculty of Nursing. However, in their view, it is necessary to establish internationalization as a cross-cutting issue at all levels. This includes the expanding of cooperation with international universities and institutions and actively using the possibility of student and faculty exchanges. To be able to do this, more courses in the study programs must be offered in English or the possibility to apply for scholarships abroad should be used more actively. On site, the experts were able to convince themselves of the language skills of both students and teachers, which is why they encourage the University to take this step. Furthermore, the internationalization strategy should be broken down to all levels and implemented so that it is clear to everyone involved what steps should be taken. The experts are convinced that the commitment, engagement and capacities exist and that the assessment of the Bachelor study program "Nursing" according to international standards was an important first step.

The Bachelor program "Nursing" pursues specific qualification objectives. The program's goal is to prepare graduates to work as professional nurses

who will provide nursing care based on a strong commitment to education, practice, research to individuals as well as families in collaboration with other health professionals. The graduates shall be able to work as qualified nurses in e.g., hospitals, nursing homes, community centers, families, etc.

The learning objectives of the “Nursing” program are based on departmental, methodical, learning and social skills as well as overarching skills. The experts confirm that the study program focuses on specific qualification objectives. These objectives cover professional and interdisciplinary aspects and particularly refer to the domain of academic competences, competences necessary for a qualified employment, skills of social commitment and personal development.

From the experts’ point of view, the requirements of this criterion are fulfilled.

3.3.2 Structure of the study program

The Bachelor study program “Nursing” is a full-time study program with a regular duration of five years / ten semesters (eight semesters at the academic level and two semesters at the professional level). The program curriculum consists of 56 modules on the academic level as well as 11 modules on the professional level:

Module Group	Academic Level			Professional Level		
	Total of Modules	Credit	%	Total of Modules	Credit	%
University	5	18	12.5			
Health Sciences Cluster	7	15	10.4	1	2	5.6
Faculty	40	100	69.4	10	34	94.4
Special	2	7	4.9			
Elective	2	4	2.8			
Total	56	144	100	11	36	100

In the first year, most of the modules are taught on university level or at least are common for all study programs within the health science cluster. The first year contains, amongst others, English language Skills, communication skills as well as basic science courses in biomedical sciences, ethics and law and health etc. in order to reinforce skills and knowledge to provide a strong basis upon which to build the study of “Nursing”. After that, students start accumulating more program-specific knowledge for the remaining three years. Thus, the experts conclude that students acquire specialized and program-specific knowledge as well as interdisciplinary knowledge and professional, methodological and general competences. The University reported in the interview that

credits for modules taught and taken on an interdisciplinary level have been increased from 5 to 12 credits, which the experts positively acknowledge. Regarding the content of the curriculum, the experts recommend adapting the following changes:

- Fundamentals of Nursing and Professionalism should be introduced in the beginning of the program to allow the students to get a good understanding of nursing.
- Topics as epidemiological issues or demographic development should be taught and clearly stated in the module descriptions.
- Biostatistics should be taught after a research module to get an understanding of the practical relevance.

Regarding the topic of circumcision of girls and women, the experts also believe that the international / European debate and perspective should at least be presented and discussed with the students.

Furthermore, the experts acknowledge the very detailed course files with its contents and aims, which allows a high level of transparency. In the experts' opinion, the structure of the curriculum seems to make the workload manageable. Nevertheless, the curriculum appears very detailed, consisting of many isolated courses and, therefore, a lot of examinations. Thus, the experts recommend revising the module manual and suggest combining some modules in order to reduce the number of examinations.

Practical skills are gained during the two semesters at the professional level through clinical placements or internships. During this year, the students strengthen their skills and improve their critical thinking and clinical decision-making in delivering patient care. Expectations for students' qualifications and the structure of the internships are clearly defined in the course handbook designed by the course coordinator. The experts appreciate that supervisors from both the University and the clinic are assigned to oversee students during their clinical placements. The academic clinical instructor is a member of the teaching staff of the "Nursing" program who has a qualification as a registered nurse, a minimum of a Master's degree and expertise in the course that she or he will supervise. A practice area clinical instructor is assigned by their institution with the qualification of a certified instructor, registered nurse with a minimum of a Bachelor's degree of Nursing and five years of experience as a

clinical nurse. The clinical instructors from both sides discuss regularly how to ensure that students obtain the expected learning outcomes. Furthermore, evaluation from students and stakeholders are regularly used to make improvement plans.

The study program has a course-related examination system. Its implementation, including the grading system, course load regulations, repetition of courses and exams is regulated and transparent for the students.

From the experts' point of view, the requirements of the criterion are fulfilled.

3.3.3 Admission and Feasibility

The admission policies and procedures along with the requirements are properly documented and made publicly available. Admission requirements include two different schemes:

1. Centrally, through the Higher Education Entrance Test Body (LTMPT) of the Indonesian Ministry of Education. The LTMPT carried out entrance test for public universities in Indonesia is conducted through the "National Entrance Selection" (SNMPTN) and the "Collective Entrance Selection" (SBMPTN). Students are selected by the National Entrance Selection based on their academic achievement or portfolio and do not require doing a written test. The selection criteria include the average grade of the high school report (must be above 8). Collective Entrance Selection students are selected based on the result of a computer-based test.
2. Autonomously, carried out by Universitas Indonesia. The autonomous entrance test of Universitas Indonesia is called SIMAK and is based on the rector regulation.

As the first year of study comprises medical foundations as well as basic knowledge in medical biology etc. in order to compensate deficiencies from secondary school, the experts determine the admission procedure and requirements to be appropriate. They correspond to the standards of the study program.

The experts draw attention to the relatively high number of exams to be passed during the "Nursing" program. The University states that the system

of midterm and final exams is determined by the government. In order to prepare students for the level of difficulty and volume of exams, the type as well as the time of the different examinations is defined and communicated to the students transparently at the beginning of each course. The experts confirm that the University takes measures to guarantee the feasibility of the study program despite the high workload. The organization of the education process ensures the successful implementation of the study program.

On site, it became obvious that the teaching staff follows an “open-door-policy”. In the first week of each year, students undergo an orientation which familiarizes them with available support services. An academic advisor is responsible for a small number of students from the beginning of each semester. Students are supported through advisors, course coordinators or personal tutors with their registration process, selecting a study program, financial and personal issues and their performance during the semester.

The experts find the support services at the University to be exemplary and conducive to the health and success of the student body.

From the experts’ point of view, the requirements of the criterion are fulfilled.

3.3.4 Examination system and transparency

The University uses a continuous assessment process to ensure the quality of education for its students. This is achieved by evaluating the performance of the students through a series of exams and quizzes that are scheduled during the academic semester. Students in the “Nursing” program are not required to write a Bachelor thesis or to conduct a research project. Nonetheless, the students are encouraged to write research proposals, papers and give presentations.

In the experts’ opinion, the study program includes a very high number of exams which causes a high workload not only for students but also for the teaching staff. The transparent information of examination methods and of the examination schedule at the beginning of each term makes the great number of assessments during and at the end of each semester manageable. An examination can be repeated once. Students who cannot attend the test due to health issues or other unforeseen circumstances are allowed to take the test on another agreed day. If the examination is failed twice, students must redo

the course in the following semester. Thus, the experts conclude that the examinations, although numerous, serve to determine whether the envisaged qualification objectives have been achieved or not and are focused on students' knowledge. The requirements to students' performance in examinations are regulated and published. The frequency of examinations, as well as their organizations, is appropriate.

From the experts' point of view, the requirements of this criterion are fulfilled.

3.3.5 Teaching staff and material equipment

The "Nursing" program is carried out by 7 professors, 14 associate professors, 18 assistant professors, 33 lecturers and 17 visiting professors on the academic level and 55 clinical instructors from the faculty and 20 clinical instructors from the practice areas on the professional level. They are all employed on a full-time basis. Considering the total of 485 currently enrolled students, the student-to-faculty ratio is 1:7, which the experts positively acknowledge. On the professional level, the number of clinical instructors is 55 and the total number of students is 93, therefore, the ratio of full-time-instructors to students is 1:2.

Regarding the employment process, the qualification and experience of the teaching staff is closely evaluated prior to the appointment decision. Overall, the teaching and academic staff of the College of Nursing shows a very high level of commitment and potential for the execution as well as further development of the study program they are responsible for. The expert group concludes that there is a strong corporate identity and positive group dynamics among the University and faculty administrations.

The experts find the number of human resources allocated to the program to be sufficient to carry out its functions. The teaching staff within the Bachelor program "Nursing" is in possession of academic and technical credentials and experience adequate to their responsibilities. The University informs its employees about opportunities for personal and professional development in clear ways, and actively encourages their participation in workshops, training courses and conferences intended to further their ability which is confirmed during the talks with the staff on site. The staff also describes that they can receive training to improve their e-learning competences, which the experts positively acknowledge. New teaching staff is thoroughly briefed about the

program and their teaching responsibilities before they can start working. Students evaluate the performance of all teaching and other staff periodically.

On-site, the experts were shown around the College of Nursing's premises on the campus as well as the teaching hospital where the students within the "Nursing" program gain their practical skills. The College of Nursing is located in the Health Cluster building, which is managed collectively by the five health science departments. The experts welcome the local consolidation of the various health studies programs in one building. They recommend that the University makes even greater use of the opportunities this offers in terms of interdisciplinary collaboration. Students would also like to see more collaboration with other study programs.

The experts were satisfied with the quality of the laboratories and clinical areas used to train students in the Bachelor program "Nursing". The laboratories consist of the wet and dry laboratory; intra-natal maternity; pediatric; emergency room; simulation room for intensive care/cardiac care unit; preparation room; general laboratory I, II, and III; instruction room; psychiatric nursing laboratory; and community nursing laboratory. According to the experts, the skills labs are equipped with all relevant devices and simulators and represent all nursing settings. It was ascertained by the experts that the Bachelor study program "Nursing" has ample available teaching facilities at its disposal. The hospital infrastructure and the equipment are suitable to guarantee a high level of teaching and research.

The University hosts one of the largest libraries in South Asia. The library offers ample print and internet resources for academic research. From the experts' point of view, the learning resource materials and associated services are consistent with the requirements of the programs and the courses offered by them.

From the experts' point of view, the requirements of this criterion are fulfilled.

3.3.6 Quality assurance

From the experts' point of view, the Universitas Indonesia has a well-structured system of quality assurance spread across all its units. The University has established a quality assurance hierarchy which connects from the academic quality assurance board on university level to the academic quality

assurance unit on faculty level and the academic quality assurance team within the “Nursing” study program.

The academic internal quality audit carries out internal and external quality assurance procedures on a cyclical basis, among them are course evaluations and student and teaching staff surveys. At the end of each semester, a course report is written, and course specifications may be amended according to evaluation results. There are also regular meetings in which issues and needs of the study programs are discussed. Students’ workload is assessed and regulated through the Grade Point Average (GPA). Furthermore, the student executive board distributes surveys to all students regarding their workload. The feedback from the students is forwarded to the dean, the head of the study program and the course coordinators. Coordination meetings are carried out to adjust the students’ workload in terms of the assignment for the next semester.

The experts conclude that the University has a well-established, documented and published concept of quality assurance regarding the education process, teaching and research, which serves as the basis for the quality-oriented development and implementation of its study programs and, therefore, also for further development of the “Nursing” program.

The results of the internal quality assurance management are applied to the continuous development of the study program. In doing so, the University takes into close consideration the quality evaluation results as well as the analyses of students’ workload, their academic accomplishments and feedback from graduates as well as other relevant stakeholders.

During the round of talks on-site, the experts learned that the curriculum of the study program “Nursing” is revised every five years. Therefore, all stakeholders, including alumni and current students are involved, which the experts take positive notes of. As the University states, the inputs of alumni are very strong and the response rates of the tracer studies which are implemented every year, are quite high (over 80 %). Out of all graduates asked in 2021, 63 graduates (70%) work as clinical nurses, 21 graduates work in nursing education, 4 graduates (4%) work as public health nurses, 3 graduates (3%) work as private employees, two graduates (2%) work in health insurance and 6 graduates (7%) work in other sectors.

From the experts' point of view, the requirements of this criterion are fulfilled.

3.3.7 Gender equality and equal opportunities

The University demonstrates its commitment to the provision of equal opportunities for all students and shows openness for diversity and social developments. The "Nursing" program as well as the whole University supports gender equality as well as equal opportunity in the admission process. There is no gender, religion, ethnicity, or economic status excluded from the admission process. The consideration is based on objective measurements, such as examination scores. There are more female students than male students in the "Nursing" program. The same is true of the staff. Therefore, the "Nursing" program conducts several events to promote itself to senior high school students, particularly to encourage male students to enroll into the program.

The University states that the tuition fee can become a problem for some people. Universitas Indonesia ensures that their students receive enough economic support to finish their studies through government or non-government scholarships, such as Tuition Fee for High Achieving Economically Disadvantaged Student (BIDIKMISI), The scholarship for students from the furthest and frontier, most secluded, and poorest area of Indonesia (AFIRMASI), and Alumni Association of Universitas Indonesia (ILUNI). Universitas Indonesia also works with the students who need support to pay for their tuition.

Universitas Indonesia provides facilities for students with disabilities such as wheelchairs, guiding block pathways for blind people, lifts, and restrooms/toilets for disabled students. It has also developed a Disability Service Unit. However, the Bachelor study program "Nursing" does not accept students with disabilities, as the graduates should be physically fit to treat the patients. If during the period of study, a student has a health issue, she or he will be given time to get the necessary treatment and is allowed to take the missed examinations on an agreed time. The University explains that chronic diseases do not automatically lead to non-admission but are decided on an individual basis. The experts can follow the University's comments but recommend specifying this in the admission requirements.

Overall, the experts conclude that the University's action on the provision of gender equality and promotion of equal opportunities for students with particular living circumstances are implemented in a transparent manner.

From the experts' point of view, the requirements of this criterion are fulfilled.

3.4 Summary

The experts sum up that the overall impression of Universitas Indonesia is very positive. The experts were impressed by the engagement and commitment of the staff as well as the students. The University presents itself convincingly as an open-minded and dynamic institution with willingness to import new ideas and recommendations for further enhancement.

The experts further state that the "Nursing" Bachelor study program is a long-standing program with a large tradition built on national regulations which meets the requirements of the current job market of Indonesia as well as international standards. Especially the learning outcome approach, the competence orientation and the good eye for practice implementation makes the study program very attractive for students. The experts also positively acknowledge the research components in the curriculum. Several additional favorable characteristics and achievements of the study program "Nursing" were demonstrated, such as a strong commitment to quality assurance.

Based on the information from written documents and the results of the on-site visit, the experts concluded that the study program "Nursing" offered at the Universitas Indonesia fulfills the above-described criteria. Hence, the experts recommended that the Accreditation Commission of AHPGS make a positive decision regarding the accreditation of the study program.

For the continuous development of the study program, the experts have outlined the following recommendations:

- Internationalization should be established as a cross-cutting issue at all levels. This includes further expanding cooperation with international universities and institutions and actively using the possibility of student and faculty exchanges. To be able to do this, more courses in the study programs must be offered in English and the possibility to apply for scholarships abroad should be used more actively. Furthermore, the internationalization strategy should be broken down to all levels and implemented so that it is clear to everyone involved what steps should be taken.

- Fundamentals of Nursing and Professionalism should be introduced in the beginning of the program to allow the students to get a good understanding of nursing.
- Topics as epidemiological issues or demographic development should be taught and clearly stated in the module descriptions.
- Biostatistics should be taught after a research module to get an understanding of the practical relevance.
- To reduce the number of examinations, some modules could be combined.
- The University should make even greater use of the opportunities the Health Science Cluster building offers in terms of interdisciplinary collaboration between the study programs.
- The admission requirements should be specified regarding students with chronic illnesses.

4 Decision of the accreditation commission

Decision of the Accreditation Commission of February 16, 2023

This resolution of the Accreditation Commission of the AHPGS is based on the application, as well as the expert review and the on-site visit covered in the expert report.

The on-site visit of Universitas Indonesia took place on October 24 and 25, 2022, according to the previously agreed-upon schedule.

The accreditation decision is based on the "Accreditation Criteria for International Program Accreditation" which have been developed in close accordance with the "Standards and Guidelines for Quality Assurance in the European Higher Education Area" (ESG), established by the European Association for Quality Assurance in Higher Education (ENQA).

The Accreditation Commission of the AHPGS discussed the procedural documents and the vote of the expert group.

The regulated study period in the program "Nursing" is five years / ten semesters (eight semesters on the academic level and two semesters on the professional level). 180 credits according to the internal credit system (SCU) are required for the obtainment of the degree. The study program consists of 56 courses on the academic level as well as 11 modules on the professional level. The language of instruction is Bahasa Indonesia. The bachelor study program "Nursing" is completed with awarding of the academic degree "Bachelor of Nursing". Admission takes place every fall semester. The first batch of students was admitted to the study program in the academic year 1985/1986.

The Accreditation Commission of the AHPGS considers that all Accreditation Criteria are fulfilled and adopts the following decision:

The study program "Nursing" is accredited for the duration of five years, until September 30, 2028.

For further development and enhancement of the study program, as well as of the University as a whole, the Accreditation Commission of the AHPGS supports the recommendation articulated in the expert report.