



The Mapping of Lecturers Expertise Potential as the Basis Preparation of the Research Roadmap in Sendratasic Education Major of the Faculty of Languages and Arts in Universitas Negeri Surabaya

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Abstract. This study aims to identify the results from the mapping of the lecturers expertise potential from Sendratasik (*Seni Drama, Tari dan Musik / The Arts of Drama, Dance, and Music*) Education major, Faculty of Languages and Arts (FBS), Universitas Negeri Surabaya (UNESA). The mapping results will be the basis for "Creating the research roadmap of Sendratasik major for the year 2023-2028". This study implemented a qualitative approach using data collection techniques through literature, observation, interviews, documentation studies, and Focus Group Discussion (FGD). The results showed that identification of the educational background and fields of knowledge as well as the lecturers expertise of the Sendtaratacik Education major of FBS UNESA could produce a map contains lecturer profiles covering the fields of education, non-education (basic science), and fusion knowledge. Regarding the lecturers expertise, it could be mapped based on the cluster knowledge of Drama, Dance and Music Education; Drama, Dance, and Music Studies; Drama, Dance, and Music Performances; Drama, Dance, and Music Management; and the science of the Creation of Drama, Dance, and Music. The results of research carried out by the lecturers could be mapped in the categories of Basic Research, Applied Research (Educational Development), Research Development/Creation of Art, and Higher Education Collaborative Research.

Keywords: Mapping, Expertise, Sendratasik Education Major.

1 Introduction

Research activities are part of the Higher Education Tridharma, and it should be a serious concern for the higher education community, especially for lecturers and students in the Sendratasik Education major (Drama, Dance, and Music), Faculty of Languages and Arts (*Fakultas Bahasa dan Seni / FBS*), Universitas Negeri Surabaya (UNESA). The achievement of the research activities results is also the main indicator in achieving higher education institution quality rankings both for the national and international levels. Therefore, the management and orientation of research performance certainly demand a strategic plan regarding the developments of research, technology, and community development in order to achieve useful and meaningful results. Sendratasik Education major is an educational institution that supervises education in the fields of drama, dance, and music under the auspices of the Faculty of Languages and Arts (FBS), Universitas Negeri Surabaya (UNESA).

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All this time, research studies that have been carried out by lecturers of the Sendratasik Education major at FBS UNESA ran very well and some of the output results have been published in various scientific journals or proceedings of national and international seminars. However, it is highly acknowledged that the ongoing research activities have not been directed or strategically mapped by the vision and mission of the Sendratasik Education major or the vision and mission of UNES itself. Some factors causing the problems include : (1) research or study conducted by lecturers is still partial ; (2) limitations ability and the capacity of researchers in proposing research schemes whether it is for funding of the Directorate of Technology Research and Community Service (DRTPM) of the Ministry of Education, Culture, Research and Technology of the Republic of Indonesia, funding for non-DRTPM, as well as funding for PNPB UNESA, and (3) limitations researcher in publishing the (external) results of the research. In addition, the main factor is Sendratasik Education major of UNESA still does not have a clear and directed roadmap study based on the cluster knowledge of the lecturers related to the science of Drama, Dance, and Music education.

Universitas Negeri Surabaya (UNESA) has the status of a State Higher Education Institution of Incorporated Legal Entity (*Perguruan Tinggi Negeri Berbadan Hukum / PTNBH*), developing a new academic paradigm in the form of academic policies able to anticipate global changes that happened right now [1]. The development of education and research is based on a critical appraisal or scientific evidence-based which leads to competency. Academic development at UNESA is no longer centralized (top-down) or fully autonomous (bottom-up), but includes both proportionally. The UNESA Strategic Plan for 2022-2027 established quality development standards that must be crystalized by referring to: *Leadership, Relevance, Academic Atmosphere, Internal Management and Organization, Sustainability and Efficiency, Equity, Accessibility, and Partnership* (LRAISE-EAP). The raise of national competitiveness is carried out by encouraging programs/disciplines that could increase the nation's competitiveness through improving the quality and relevance of education, research, and community service [1].

In terms of research, UNESA is also guided by the National Research Priorities (*Prioritas Riset Nasional / PRN*) and actual issues determined by the Ministry of Education, Culture, Research and Technology of the Republic of Indonesia, namely ten areas of research focus include: (1) Food-Agriculture, (2)) Integration of Research Focus on New and Renewable Energy, (3) Health-Medicine, (4) Transportation, (5) Information and Communication Technology, (6) Defense and Security, (7) Advanced Materials, (8) Maritime, (9) Disaster, and (10) Social Humanities-Cultural Arts-Education [2].

Apart from referring to PRN, UNESA also has three leading fields, namely: Sports Science, Disabilities, and Cultural Arts [1]. The Sendratasik Education major is one of the arts-based major which is also have an excellent accreditation in UNESA. Research activities in arts fields, especially in performing arts (drama, dance and music) will be the main concern and responsibility of the Sendratasik Education major. This form of responsibility must be proven through the superiority of research results both qualitatively and quantitatively.

Therefore, to be able to support the vision and mission, as well as the excellence of UNESA in the field of arts and culture, it is urgently necessary to prepare a

research roadmap for *the* Sendratasik Education major. Research roadmap is intended to develop a research based on strategic policies and programs, so lecturers could choose and determine the right path to direct research better than before [3]. Several attempts to be made to sharpen leading topics and themes that are formulated based on the vision and mission of the Sendratasik Education major. Thus, the research conducted by lecturers could achieve superior results both in quality and quantity, beneficial to the development of science and technology, and also people's welfare.

Based on the Ministry of Research, Technology and Higher Education Standards of the Republic of Indonesia (2019), it has been formulated standards regarding *roadmap* research include: (1) *Milestones* research activities in the range time around 5-20 years carried out by researchers (mono-discipline) and/or groups researchers, either multidisciplinary or intra/interdisciplinary in Research & Development industry; (2) *Research & Development* roadmap, technology roadmap, and product roadmap; (3) One roadmap research include 3 parts at once: basic research (Research & Development), applied research (technology), and research development (product); (4) The roadmap should be presented as a form of charts or fishbone diagrams; (5) the research roadmap is not a research flow or method; and (6) external (outcome) roadmap could be in the form of Intellectual Property Rights (IPR) / *Hak Kekayaan Intelektual (HKI)* [4].

To be able to compile a good research roadmap, 4 approaches must be taken into account, they are: (1) a research *roadmap* based on the lecturer's field of expertise, especially when completing the doctoral program; (2) a research roadmap based on the research priorities set by the funder (RIRN/RIP); (3) research roadmap based on research *trends* (publishable); and (4) a research roadmap based on the required equipment. In addition, the research *roadmap* must at least cover several core matters, there are: (1) data on human resources (HR), research title, focus, theme/topic, outcome, and downstream; (2) projection of challenges and opportunities of SWOT; (3) selection of excellence; (4) projection on years and stages; (5) budget allocation, facilities, and organization; (6) review determination quality [5].

In accordance with several points regarding the approach concept in the preparation of the roadmap mentioned above, to make it happen, the Sendratasik Education major must start preparing the supporting tools needed in the preparation of the research roadmap. Some of the main or supporting elements include: (1) data regarding educational background and lecturers' areas of expertise or data regarding human resources (HR), (2) related data regarding research titles, focus, themes/topics, and the outcomes done by the lecturers. Those 2 data are initial data that could show the competency characteristics of the lecturers from Sendratasik Education major. Therefore, this study aims to identify and map the lecturers' areas of expertise based on their educational backgrounds and disciplines. It is hoped that the results of this study could be used as a basis for determining the strategy and direction of research in the roadmap that will be prepared and designed for the 2023-2028 period.

2 Research Methods

Research to map the potential expertise of lecturers is carried out using qualitative research methods, which presents the data in a descriptive, systematic, factual, and accurate manner regarding the facts in the field [6]. Data collection techniques were

carried out through literature studies, observations, interviews, documentation studies, and *Focus Group Discussions* (FGD). Literature studies is used to study the concepts of preparing a research roadmap. Observation techniques are carried out to observe the output products of the main research in the form of artworks produced by the lecturers of the Sendratasik Education major, both in the form of drama, dance, and musical. Interview techniques were conducted with lecturers to find out the lecturers' interest in research activities. At the same time, documentation studies were carried out to study research topics based on the lecturers' works during the last three years (2020-2022). *Focus Group Discussions* (FGD) were conducted with the lecturers of the Sendratasik Education major to discuss the results of potential mapping, which will be used as a basis for determining research directions and strategies recommendations to the preparation of creating the roadmap. Data analysis is used through several stages, which are data reduction, data presentation, and conclusion. Analysis of research data is determined to find groups of expertise based on the educational background of lecturers, research done by the lecturers, and subjects taught by lecturers, all converging on a map related to the education of drama, dance, and music in the Sendratasik Education major, FBS UNESA.

3 Results and Discussion

This research to map the lecturers potential expertise of the Sendratasik Education major at UNESA carried out by identifying data related to educational background and areas of expertise, or data regarding human resources (HR), and identification of data regarding research results that lecturers have carried out. Identification of research data is focused on research data for the last three years, from 2020 to 2022.

The 2020 data is chosen because it was the beginning of the implementation of a new curriculum system known as "Freedom to Learn in Curriculum of Freedom" (*Merdeka Belajar Kurikulum Merdeka / MBKM*) [7]. Through MBKM, Sendratasik Education major in UNESA use integrated learning system in the fields of drama, dance, and music, with the distribution of balanced Semester Credit Units (*Satuan Kredit Semester / SKS*). The curriculum was implemented for students enrolled in 2020. Previously, the Sendratasik Education major implemented a study field concentration system, which the students should choose their own concentration in one of the fields study including drama, dance, and music since the beginning of the first term. With the changes in the curriculum, it also has an impact on the teaching assignment distribution system for lecturers of the Sendratasik Education major. Since UNESA has established its status as a State Higher Education Institution of Incorporated Legal Entity (PTNBH), the paradigm for the professionalism of its lecturers will also change. To understand the potential areas of expertise of the lecturers in Sendratasik Education major, FBS UNESA, the results of the skills mapping and research results could be presented as follows.

3.1 The Lecturers' Profiles of Sendratasik Education Major in UNESA

Discussion on lecturers' profiles to identify and map the scientific background and expertise of the Sendratasik Education major lecturers. As Faludi (2020) stated, in preparing a research roadmap, it could be based on a scientific focus

that could be applied in a long time. This aims to prioritize linear scientific development and integrate periodically within a certain time [8]. Sendratasik Education major currently has 17 teaching staff or lecturers, consisting of 11 people who have graduated with their Doctoral degrees (doctors) and 6 people who are still holding Masters degrees (masters). Based on their educational background, their scientific fields can be identified as follows.

- 1) 1 lecturer is a graduate of under degree-master degree-doctoral degree (or in Indonesian implied as S1-S2-S3) who focuses linear on the study field of Education with the basics of theater;
- 2) lecturers with undergraduate backgrounds in non-education or fine arts studies, including 2 graduates in Drama, 2 graduates in Dance, and 1 graduate in Music. However, all of them continued their Masters and Doctoral studies in the field of education;
- 3) 6 lecturers graduated from under degree in Dance Education major, but continued their master and doctoral studies in the field of non-educational sciences (basic science), then 1 lecturer graduated from a master degree in Performing Arts Studies and 1 lecturer graduated from the master degree in Sociology, then 1 doctoral lecturer in the field of Sociology, 1 doctoral lecturer in Humanities; 2 lecturers graduated from master and doctoral degree in the field of Performing Arts Studies;
- 4) 5 lecturers who graduated from under degree, master degree, and doctoral degree of basic sciences, which 4 lecturers graduated from Performing Arts Studies, and 1 person graduated from master and doctoral degree in Sociology.

Based on these data, it could be concluded that from a total of 17 lecturers, it could be mapped as 5 lecturers graduated from Doctoral Degree in Education (arts), 4 lecturers graduated from Doctoral Degree in basic science which is Performing Arts Studies, and 11 lecturers who have mixed educational background (educational and non-educational). Thus, the lecturers' profiles of the Sendratasik Education major in UNESA have different backgrounds in field of arts, but the majority of the field is located in Dance major with 12 lecturers, then 4 lecturers from Drama, while there is only 1 lecturer from Music. In the future recruiting lecturers, the basic areas of expertise in music must be added, so that the map of competence is even and balanced between Drama, Dance, and Music.

3.2 The Lecturers' Field of Expertise of Sendratasik Education Major

Based on the results of the identification and analysis of data on the subject areas of teaching, it could be mapped as follows.

- 1) The majority of lecturers with bachelor, master, and doctoral degree in basic sciences carry out teaching assignments in basic arts science courses such as Drama/Theatre, Dance, and Music. Apart from that, the courses in the field of art are also taught by lecturers who have graduated in fine arts, especially in the field of Drama/Theater. This includes subject areas based on artistic creativity or art creation.
- 2) The majority of lecturers with educational backgrounds of bachelor's degree or master's and doctoral degrees in the field of education teach subjects in art education or art learning.

However, in line with the career paths of the lecturers related to the learning assignments they handled and the development of the MBKM curriculum in the Sendratasik Education major, this could encourage the formation of lecturers' expertise which could be mapped based on the scientific family of arts including:

- 1) The Education Cluster of Sendratasik/Performing Arts (Drama, Dance, and Music),
- 2) The Studies of Sendratasik/Performing Arts (Drama, Dance, and Music),
- 3) The Presentation of Sendratasik/Performing Arts (Drama, Dance, and Music),
- 4) The Management of Sendratasik/Performing Arts (Drama, Dance, and Music), and
- 5) The Creation of Sendratasik/Performing Arts (Drama, Dance, and Music).

3.3 Results and Outcomes from the Lecturers' Research of the Sendratasik Education Major

In identifying the results of the lecturers' research of the Sendratasik Education major, it can be mapped based on data regarding research schemes set by the Ministry of Research, Technology and Higher Education [9] or Institutions of Research and Community Services (*Lembaga Penelitian dan Pengabdian kepada Masyarakat / LPPM*) of UNESA in the last three years, from 2020 to 2022 [10]. The research schemes are grouped based on: (1) Basic Research, (2) Applied Research, and (3) Development Research, including research on the creation of artworks (Drama, Dance, Music) as follows.

Table 1. Scheme/Theme of Research Results by UNESA Sendratasik Lecturer

Year	Basic Research	Applied Research/Educational Development	Art Creation Research
2020	3 titles	9 titles	5 titles
2021	3 titles	9 titles	3 titles
2022	6 titles	5 titles	5 titles

Based on the table above, it can be concluded that the results of the lecturers' research in 2020 and 2021 are more dominated by the results of applied or teaching-related research. This happened because at that time, there was a policy from the Faculty of Languages and Arts leader that the research funded by the PNPB Fund of FBS policy should be directed to the Learning Development Research scheme. Meanwhile, competitive research only produced 3 titles. Although 2020 was the time of the pandemic covid-19 and Large-Scale Social Restrictions (*Pembatasan Sosial Berskala Besar / PSBB*) happened until the end of 2021, some lecturers of the Sendratasik Education major were still able to work and had the opportunity to conduct developmental research. The results of this research are in the form of artworks with the total of 5 works in dance by 2020 and 3 works in dance by 2021. Furthermore, in 2022, lecturers produce research in the Basic Research scheme with the total of 6 research titles, then 5 titles in the Applied Research scheme, and 5 titles in the Research Development or Art Creation scheme. This amount means that it is almost balanced among the three existing schemes. The results of applied research and art creation are research funded by the competition results. Between 2020, 2021

and 2022, there will be an increase and decrease in the number of research results, because it is influenced by the increasing number of each team for each research title between 3-4 people.

Then the identification results of the lecturers' research titles of the Sendratasik Education major listed in the UNESA Chancellor's Decree regarding the determination of research based on the Faculty of Languages and Arts Policy and the 2023 PNBP Competition Funding could be mapped as follows.

Table 2. Scheme/Theme of Research Results by UNESA Sendratasik Lecturers in 2023

Basic Research	Applied Research/Educational Development	Art Creation Research	College Collaborative Research	Total
7 titles	5 titles	2 titles	2 titles	16 Titles

The data listed in the table shows that in the 2023, Sendratasik Education lecturers could produce 6 titles of Basic Research, 5 titles of Applied Research, 2 titles of Artwork Development Research, and 2 titles of Higher Education Collaborative Research. In 2023, there has been an additional research scheme which is the Higher Education Collaborative Research Scheme [1]. The existence of additional types of research schemes is based on UNESA's policy in providing the amount of PNBP funding owned by the institution. However, they should follow the competitive system to get the funding. Based on the amount of funding obtained from research schemes provided by UNESA, all schemes could be accessed by lecturers of the Sendratasik Education major. It also means that the lecturers of the Sendratasik Education major have shown their ability to compete for research funding in various schemes. If each research title is carried out by an average team consisting of 3 lecturers, then by the number of research titles in 2023 will be 16 titles x 3 people, with the total of 48 people. If there are 17 lecturers in the Sendratasik Education major and all of them can conduct research according to their interests and expertise, there will be lecturers who can produce multiple research or more than one research title.

Based on the data listed in the tables above regarding the research results of Sendratasik Education major lecturers from 2020 to 2022 and 2023, it has shown the existence of potential, motivation, and the ability to compete for research funding and be able to access various research scheme. The ability of the lecturers in the field of research is a part of Tridarma's performance which can be used as the main capital to build institutional excellence. However, based on the results of interviews with the lecturers, it is recognized that the topics or research titles chosen are still partial, not considering the correlation with the scientific field of each lecturer and also the correlation with the future policy of the Sendratasik Education major. Therefore it is very necessary to have a more directed arrangement and to have good relationship or correlation related to competence in the field of knowledge owned by adjusting the social development paradigm. The results of the formulation and mapping will be used as a basis for compiling research roadmap on the Sendratasik Education major, Faculty of Languages and Arts, Universitas Negeri Surabaya (UNESA) in 2023-2028.

4 Conclusion

Identification of the educational background and fields of knowledge as well as the lecturers' expertise of the Sendratasik Education major in UNESA can produce a map of lecturer profiles covering the fields of education, non-education (pure knowledge), and fusion knowledge. With regard to the expertise of the lecturers, it could be mapped based on: the Education Cluster of Drama, Dance, and Music; the Study of Drama, Dance, and Music; the Presentation of Drama, Dance, and Music; the Management of Drama, Dance, and Music; and the Creation of Drama, Dance, and Music. At the same time, the results of the research produced by the lecturers resulted in several mapping including Basic Research, Applied Research, Research on the Development of Art (Art Creation) and Collaborative Research between Universities. This has met the criteria for branches set by LPPM UNESA.

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