



Redesign Practices for Acceleration of Educational Independence UNNES PTNBH

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Abstract. The future development of higher education must be able to respond and adapt to changing national and international societies. At the same time, higher education must also be able to influence the change of society. UNNES must make the planned big leap [1]. The leap can be done by setting high reach targets for a certain period. Having successfully surpassed the 2020-2024 UNNES Business Strategic Plan, UNNES has now targeted high reach on the 2023-2028 UNNES Business Strategy Plan, which is a continuation of the previous period. Renstra Business is the five-year period of the UNNES Development Master Plan (RENIP) (2016–2040). The focus of development over five years is a crucial period for UNNES to superior College Institution Accreditation (AIPT) and at the same time position UNNES as the PTN of ASEAN's reputable Legal Body. The Institute for the Development of Employment and Professions (LPPP) as one of the UNNES work units has undertaken changes to the main targets, programmes and indicators of performance in the LPPP Business Revenue of the United Nations in the years 2023-2028 [2] This revision has set 7 Core Goals (SU), 9 Core Performance Indicators (IKU), 30 Activity Performance Indicators (IKK), as well as 13 Core Programmes (PU). Targets, indicators, and programmes are guidelines and directions for UNNES LPPP development towards a more innovative future to anticipate a disruptive era. LPPP has four Centres (1) Curriculum Development Centers, MKU-MKDK, Learning Innovation, and Professional Competence Certification (2) Field Learning Practice Development Centres, (3) Language Services, Educational Training, Career, Counseling Counselling and Disability Services Centres (4) Laboratory School Development Centre. This fact urgently carried out focus research re-design policy in accelerating pioneer excellence education LPPP Create Unnes PTNBH. The results of research show that the urgency empirically, sociological, jurisprudence of Policy Redesign in Acceleration of Pioneer Excellence Education LPPPs Realize Unnes PTNBH. Implementation of policy redesign should be done comprehensively and directed by involving all stakeholders [2]. It is in line with the vision, mission and purpose of UNNES. It is easy to understand and implement by all parties. It should be evaluated periodically and updated as needed.

Keywords: Acceleration, Education Policy, Redesign.Introduction.

1 INTRODUCTION

The State University of Semarang (UNNES) as the Institute of Higher Education Services (LPPP) continues to work hard and innovate to realize its ideals as a State College of Law (PTNBH). One of the strategic efforts being made is to redesign policy to accelerate pioneering education excellence [3]

1.1 The Background

Semarang State University (UNNES) as the Institute of Higher Education Services (LPPP) in Central Java has a vision to become a State College of Law (PTNBH). This vision is realized through various programmes and policies, one of which is the Acceleration of Pioneer Excellence in Education of the LPPP. The re-design of the policy in the acceleration and pioneer excellence of education is carried out for at least five basic reasons as the urgent reasons for the design of the programme, among others: Global and National Challenges a. Globalization and technological advances present a variety of new challenges and opportunities for the world of education; b. UNNES needs to adapt and innovate to remain relevant and competitive in the global era [4]. At the national level, the government encourages universities to improve their quality and competitiveness. UNNES needs to adapt its curriculum and curricula to the needs of the community and the world of business and industry (DUDI) a) the United Nations has undergone rapid development in recent years; b) a need for policy design to ensure that existing policies are still relevant and able to adapt to change; c) the need to adapt their curriculums and study programmes to meet the requirements of the society and the DUDI. d) the dynamics of development of the UNNES (1) effective and efficient policies will help the UNNES in achieving its goals. (2) Strengthening the competence of the existing policy and supporting the achievement of the vision of UNNES (3) Improving the performance of the LPPP (4) With the right policy, UNNES can realize its vision of becoming a superior and leading PTNBH.

Semarang State University has a vision to be a leading university in education and teaching, research, and dedication to society. UNNES has set several strategic goals, one of which is to become a State College of Law (PTNBH) [5]. To these goals, UNNES is making various efforts, one of them through the Institute for the Development and Guarantee of Education Quality (LPPP). LPPP is the institution responsible for the development and guarantee of quality of education at UNNES. LPPPs are making efforts to realize the strategic goals of UN NES, one is the Pioneer of Excellence in Education program. The program aims to improve the education quality through the development of the competence of teachers, improving the quality of learning, and strengthening the culture of quality. One of the challenges is in terms of policy redesign. Data related to implementation of UNNES PTNBH concept (1) UNNES Lantip [6] [7]. Student dedication activities focused on supporting learning in partner schools. As of 2023, 2,432 UNNES students were registered to participate in Lantip 3, in collaboration with 187 partner schools/institutions. Teacher Competence Development [8] [9] UNNES LPPP organizes a variety of training and workshops to enhance faculty competence in the fields of teaching, research, and community service;

(2) Improving Quality of Learning: Unnes implements various innovations in learning, such as the use of information and communication technologies, problem-based learning, and cooperative learning; (3) Strengthening Culture of Quality: Unnes continues to foster a culture of quality among academic civilisations through various activities, such that socialization of quality policy, internal quality audit, and awards for teachers and students who perform.

PTNBH status gives UNNES greater autonomy in financial management and academic development, becoming a world-renowned university. Top University Rankings in Indonesia: UNNES consistently ranks among the best universities in Indonesia according to various ranking agencies, such as Kemenristekdikti, Webometrics, and QS World University rankings [10][11]. The number of scientific publications by UNNES lecturers in internationally renowned journals has steadily increased in recent years. Active Studentship: UNNES has students who are active in a variety of scholarship activities, both academic and non-academic.

LPPP State University Semarang is an institution that plays a strategic and important role in the development of education and learning in [6] LPPPs have the task of implementing curriculum development, learning, and evaluation, as well as development of human resources (SDM) education.

To realize Unnes as a State College of Law (PTNBH), LPPPS needs to do redesign with the aim of improving the quality of Education and Learning in Unne. (1) Develop a competence-based curriculum. Curriculum is the basis of the maintenance of education and learning. It is necessary to develop a competency-based program. (2) Improving the quality of learning is a process for achieving the educational objectives. Therefore, learning should be done effectively and efficiently, among other things, improving the competence of teachers, providing adequate means and facilities, developing innovative learning methods (3) Increasing the quality and efficiency of education is the most important factor in the maintenance of education. Increasing international cooperation international cooperation can be a means of improving the quality of education. Therefore, international co-operation needs to be enhanced. Among other things, sending students to study abroad, accepting students from abroad to study at Unnes, organizing exchange programmes for lecturers and researchers.

2 METHOD

The focus of the discussion is 1) Why Urgent Redesign Policy in Accelerating Pioneer Education Excellence LPPP Implementing UNNES PTNBH? (2) How the policy in the Acceleration of Pioneer Excellence in Education of the LPPP realizes UNNES of the PTNBH.

Research methods are carried out with a qualitative-hermeneutic approach, a kind of sociological juridical research. Data analysis uses in the interaction analysis models with the framework of thinking Theory of Work Chambliss and Seidman Law and the theory of implementation Goerge Hart [12]. State of the art research Redesign policy acceleration Pioneer excellence education realization UNNES PTNBH Among other things (1) 2022, Implementation of redesign Policy in Acceleration of Pioneers

Excellence Education LPPP Realize UNNES of PTNB; (2) Effectiveness of redesigning Policy in accelerating pioneers excellence education LPPP Realize unnes of PTNBH; (3) Challenges and Opportunities to redesign policy in Accelerating Pioneering Excellency Education LPPP Realises UNNES PTSBH; (4) Perceptions of Stakeholders to Re-design Policy in Acceleration of the Pioners Excellence Educational LPPP Realising UNNES PTNBH; (5) Analysis of the Impact of Redin Policy in the Acceleration of Pedagogical Excellences LPPP Realised PTNBH UNNES; (6) Kemendikbudristek shows that there are still many schools that do not have access to adequate technology for learning. Higher Education (CIHE) at Boston College in 2022 shows that colleges with good governance have a better reputation in the public eye. The conceptual framework is the source of the theory of the work of law in society [13].

3 DISCUSSION

Urgent Redesign Policy in Accelerating Pioneer Education Excellence LPPP Implementing UNNES PTNBH.

The meaning of urgent is understood as something that is immediately implemented and designed to better adapt and provide the best solution to the needs of the organization and or institution. Urgent indicates the urgent need to act against a policy. This can be due to several factors: (1) Strengthening governance and accountability (Strengthening the structure and functioning of university bodies to be more efficient and effective; Increasing transparency and accountancy in the management of the university's finances and assets; Implementing an effective risk management system to minimize potential abuse of authority and financial deviations. (2) Human resource development (Improving the competence of faculty and educational staff through training, education, and research; Encouraging faculty to attain the highest academic positions; Strengthening leadership and management development programmes). (3) Improving quality of education and learning (Developing curricula oriented to the needs of the labour market and global demands; Increasing the use of information and communication technologies in teaching learning process; Enhancing research programmes and commitment to the community) (4) Enhanced cooperation and partnerships (Extending cooperation with other colleges, both domestically and abroad; Building collaboration with industry and the enterprise world: Increase active role in consortia and network of colleges). (5) Enhancement of infrastructure and facilities. This emergency is based on the following action plan in [14].

Figure 1

Source: Unnes Branding 2023

In the years 2026-2030 Unnes must be able to realize as a university reference education [15], research and dedication internationally reputable with a conservation perspective. That means the fact that Unnes' design for the future is needed to streamline policy to realize the millstone of 2030. Urgent Facts Unnes does a policy redesign among others empirically by the following factors that must be wisely conceived. These factors include: (1) an ineffective policy: an existing policy is no longer capable of achieving the desired objectives, so it needs to be corrected as soon as possible. (2) the emergence of new problems: the appearance of unexpected new problems, which cannot be addressed with existing policies.

Redesign means a thorough redesign. It's not just about making small changes to existing policies but building new ones from scratch. The comprehensive policy redesign process must involve a wide range of stakeholders, including Governments: As policymakers, governments must be actively involved in the policy redesigning process. Societies affected by policy must be involved in the redesign process, so that their needs and aspirations can be accommodated. Experts in various policy-related fields should be involved to provide input and advice [16].

The real policy redesign is supposed to urgently re-design policies to create better policies. New policies are expected to be: More effective: Better able to desire goals. More efficient: Use less resources to goals. Fairer: Give more equal benefits to all affected parties. More sustainable: Able to deal with long-term problems and not just short-term issues. Especially education policy: The rapid technological development requires a change in the education system, so there is a need to redesign the education policy. Urgent Policy Redesign is a process of thoroughly and comprehensively redesigning policies to create better, more effective, more efficient, fairer, and more sustainable policies. The urgency in this fact is understood empirically, sociologically and juridically. Based on the opportunity key to branding Unnes PTNBH on some of these tiny parameters [17].

Figure 2

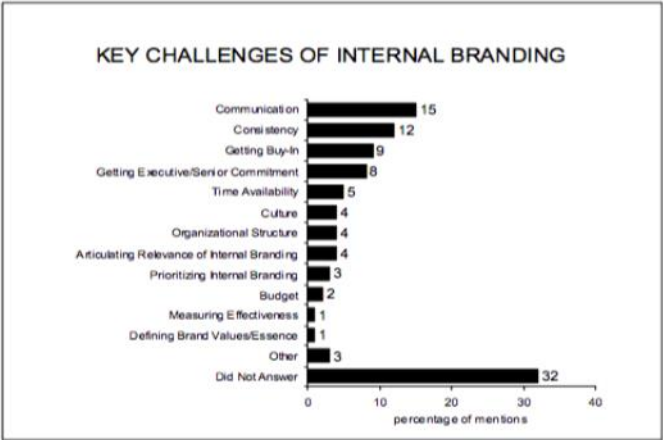


Figure 3

Internal Branding Techniques and Tools	Trends	Commentary	
Current Practices	Development	Best Practices	Challenges
1. Internal Communications			
Employee newsletters; Regular employee town hall meetings; Push messages from president; Walk-the-talk (communication through behaviour, esp. at senior level); Videos with messaging demonstrating brand; Employee story telling; Involvement in customer promise through a range of communication tactics; Senior management site visits.	Hiring internal communications specialists; iPod casts for additional training support to regions.	Senior management on-brand behaviour; Relevant personal communication; Vehicles that enable sustained consistency of message.	The trade-off between reach efficiency and personalization; Constant communication is necessary for consistent execution.
2. Training Support			
New hire orientation including explanation of brand attributes and roles; Brand workshops; Customer sensitization; e-learning; Brand values imbedded in training; Brand tool kits; Customer videos recording 'what works'.	Increased support to employee engagement.	Brand workshops (train-the-trainer); Clarify effect of each division on customer experience; Customer enthusiasm programs.	Refresh brand training programs; Consistency; e-learning impersonal; Continued employee connection and motivation to live the brand.

In the perspective of empirical urgency is that Semarang State University (UNNES) has been transformed into a State College of Legal Bodies (PTNBH) under Government Regulation Number 36 Year 2022. This transformation brings new opportunities and challenges for UNNES to its vision as a world-class university pioneer in education excellence with a conservation vision. One of the UNNES strategic programmes to realize its vision is the Research and Commitment to the Public (RPPP). The RPPP has an important role to play in improving the quality of research and committing to the

public, which is one of the key performance indicators (ICUs) of the PNLB. The redesign of the LPPP policy [18] becomes essential to ensure that the policy is relevant, effective, and efficient in supporting the achievement of the ICTUs. The re-design of the policy should be based on empirical evidence, which can be obtained through various means, such as:

1. Data analysis: The data internal data of UNNES, like research and commitment data to the community, the performance data of teachers and students, as well as the data of the survey of user satisfaction of the service of the PTNLB, can be used to identify the strengths and weaknesses of the current policy of the PPL.
2. Case studies: Case studies of successful research programmes and dedication to society can provide insight into the factors that contribute to such success.
3. Benchmarking of best practices in other NPAs in Indonesia and abroad can help UNNES to identify opportunities to improve its LPPP policy.

Based on empirical evidence [15] UNNES policy redesigns should focus on the following:

1. Improving the quality of research: LPPP should provide greater support to lecturers and researchers to carry out high-quality research. This support can be re-search funding, access to research infrastructure, and training in research methodologies.
2. Enhance research relevance: LPPP should encourage research that is relevant to the needs of society and industry. This can be done by cooperating with external partners, such as government, private, and civil society organizations.
3. Increase the impact of devotion to the community [13]. The LPPP must ensure that programmes of dedication to the society have a real and sustainable impact on the community.

The re-design of UNNES' empirical evidence-based LPPP policy will help UNNES its vision as a world leader in education excellence with a conservation perspective. The following are some examples of empirical evidence that can be used to redesign UNNES LPPP policy:

1. Internal data of UNNES indicate that the number of scientific publications by UNNES lecturers is still low compared to other in Indonesia. This suggests that the LPPP needs to provide greater support to lecturers and researchers to undertake high-quality research.
2. A case study of community dedication programmes in agriculture showed that the programmes were successful in improving productivity and income of farmers. It suggested that LPPP should encourage community-relevant dedication programs.
3. Benchmarking of best practices in other PTNBHs in Indonesia shows that successful LPPPs have a good, accountable, and transparent governance system.

Using empirical evidence, UNNES can design a more relevant, effective, and efficient LPPP policy to its vision as a world leader in education excellence with a conservation vision.

Socio-logical emergency contexts based on the position of Unnes among the law-enforced state colleges have a strategic role in developing the university optimally. The transformation of Semarang State University (UNNES) into a State College of Law (PTNBH) marks a new era with unique opportunities and challenges. During this dynamic, the role of the Institute of Research and Commitment to the Society (LPPP) is becoming increasingly crucial in bringing UNNES towards its vision as a world-leading university for education excellence with a conservation vision.

Redesigning the LPPP policy becomes an inevitable sociological [19] urgency. It is grounded by several important factors, namely:

1. The Dynamics of a Society and its Changing Needs: The Society continues to evolve with its complex needs and aspirations. Redesigning the LPPP policy becomes an instrument to respond to this dynamic more adaptively and relevantly. The research and dedication to society produced by LPPP must be able to respond to the challenges and contemporary issues facing society.

2. Capacity-building and Collaboration: The redesign of the LPPP policy opens space for strengthening capacity and collaboration among stakeholders. Teachers, researchers, students, and the public need to be actively involved in policy formulation and implementation. Cross-disciplinary and sectoral collaboration is the key to producing research and dedication to a broad-impact society.

3. Building a Strong Culture of Research and Dedication [20](Rodiyah et al., 2023): Redesigning the LPPP policy can foster a strong culture of research and dedication among UNNES academic civilisation. This culture needs to be realized through adequate appreciation and incentives, as well as a sustainable system of construction and development.

4. Increasing Accountability and Transparency: Redesigning LPPP policy should take the lead in accountabilities and transparency. The public is entitled to know the results of the research and dedication to the community carried out by LPPP, as well as the benefits obtained from it. This can enhance public confidence and encourage public participation in various programmes.

5. Strengthening the Identity and Image of UNNES: Redesigning the policy of LPPPs can strengthen the identity and image of the UNNESs as a world leading university for excellence in education with a vision of conservation. Research and dedication to a well-qualified and wide-ranging community will be a real proof of UNNES' contribution to the progress of the nation and the country. A redesign of the LPPP policy, considering sociological perspectives, will pave the way for UNNES to its vision in the era of the PTNBH. A policy that is adaptive, collaborative, and accountable will encourage it to produce high-quality research and dedication to society, relevant to the needs of the community, and have a broad impact on the progress of the nation and the country.

Here are some examples of [21] LPPP policy:

1. The village community around UNNES is still lagging in terms of access to education and health. LPPP can design community dedication programmes to help improve the quality of education and health in the villages.

2. The Indonesian Government is focusing on the development of creative economies. LPPP can conduct research to identify opportunities and challenges in the creative economy development in Indonesia, and then formulate appropriate policy recommendations.

3. Climate change is becoming an increasingly pressing global issue. LPPP can conduct research to find innovative solutions in tackling climate change, and then disseminate the results of that research to the public.

The transformation of Semarang State University (UNNES) into a State College of Legal Bodies (PTNBH) under Government Regulation No. 36 Year 2022 has significant jurisprudential consequences. It calls for a redesign of the Research and Public Service Institute (LPPP) policy to ensure its compliance with applicable regulations and support the achievement of UNNES' vision as a world leader in education excellence with a conservation vision.

Compliance with the Regulations: As the National Institute of Education, UNNES is subject to various regulations governing the management of research and dedication to the public. The re-design of the LPPP policy should ensure compliance with these regulations, among others: Law No. 23 Year 2014 on Regional Government; Law Number 18 Year 2012 on the National Education System; Government Regulations No. 36 Year 2022 on State Colleges Legal bodies; Regulations of the Minister for Education, Culture, Research, and Technology (Kemendikbudkristek) related to research and devotion to the community. Compliance with these regulations is essential to avoid potential violations of the law and ensure the legality of LPPP's operations.

Protection of Intellectual Property Rights: The results of research and dedication to the community generated by UNNES LPPP have significant potential economic value. A redesign of the LPPP policy needs to establish a mechanism for the protection of intellectual property rights (IPRs) to ensure that UNNES and researchers get reasonable benefits from the results of its work. This can be done by: Building an effective HKI registration and management system; Increasing academic education and awareness of HKI; [22]. Collaborating with related institutions to protect HKI. Adequate HKI protection will encourage innovation and creativity in research and dedication to the community, as well as enhancing the economic value of UNNES.

Accountability and Transparency: As UNNES has an obligation to be accountable and transparent in the management of its finances and assets. This can be done by building a transparent financial reporting system; conducting financial audits on a regular basis; publishing information on research and dedication to the public. Accountability and transparency will increase public confidence in UNNES and encourage public participation in various LPPP programmes [23][24].

Redesigning the LPPP policy should strengthen good governance in the management of research and dedication to the public. Good governance includes Clear vision, mission, and objectives of LPPPs; Effective and efficient organizational structure; Transparent and accountable decision-making system; Continued monitoring and evaluation; Good governing enforcement will ensure that LPPPS is managed professionally, effectively, and efficiently to its objectives.

Protecting the rights and obligations of academic citizens who are engaged in research and dedication to the community [25] This includes: the right to receive research funding; the rights to obtain recognition for the work; the obligation to maintain research ethics; the duty to report on research results. The protection of the right and obligation of academical citizens will create a conducive research climate and encourage the active participation of the academic civilisation in the research and devotion to the society. This will support the achievement of the UNNES vision as a world-class university pioneer of excellence in education with a conservation perspective.

3.1 Implementation of the LPPP Policy Redesign as a pioneer of excellence in world-class education [26]

Policy redesign must be conducted in a comprehensive and targeted manner involving all stakeholders.

Policy redesign is a strategic step taken by the State University of Semarang (UNNES) to realize its idea of becoming a State College of Law. (PTNBH). This process must be comprehensive and targeted and involve all stakeholders. Involving all stakeholders in the policy re-design process has several advantages, among others: a. Increased sense of ownership and responsibility for the resulting policy. When all parties are involved in the decision-making process, they will feel more owned and responsible for its implementation. It will increase their commitment and support for policy success. Ensure that the policy generated is more comprehensive and considers different perspectives. Each stakeholder has a different perspective and needs. By involving all parties, the resulting policy will be more comprehensive and consider different perspectives, thus more effective in achieving its goals. Increase the chances of successful policy implementation. When all parties are involved in the policy-making process, they will better understand the objectives and benefits of the policy. This will increase the chances of successful policy implementation [27] as they will be more proactive in supporting and assisting its implementation.

My stakeholders in the re-design of UNNES PTNBH policies include:

1. University leadership: Rectors, Vice-rectors, and their staff.
2. Lecturers and teachers: Teachers, researchers, and other support staff.
3. Students: Academic citizens who are the primary users of educational services at UNNES.
4. Alumni: Former students who have relationships and concerns with their alms.
5. Public and other stakeholders: industry partners, local governments, civil society organizations, and other parties associated with UNNES.

There are several ways to involve all stakeholders in the UNNES PTNBH policy redesign process, among others:

1. Consultations and discussions: holding forums of discussions and consultations with stakeholder to obtain their input and advice related to policy redesigning.

2. Making surveys and questionnaires: Conducting survey and questionnaire to gather data and information from stakeholders related to their needs and expectations of UN-NEs PTBNH policy.
3. Forming a working team: Forming working team consisting of representatives of various stakeholdings to formulate and discuss policy redesigner.
4. Socialization and education: Doing socialization and educating stakeholder interests about the purposes, benefits, and impact of policy revision.

By involving all stakeholders in the policy redesign process, UNNES can ensure that the policies produced are more comprehensive, effective, and competitive, so that it can support UNNES in realizing its ideals of being a superior, competitive PTNBH.

Policy redesign must be in line with UNNES vision, mission, and objectives.

Policy redesign is a strategic step taken by the State University of Semarang (UNNES) to realize its idea of becoming a State College of Law. (PTNBH). This process must be comprehensive and targeted and involve all stakeholders. It is important that such policies support the achievement of the strategic objectives of UNNES and benefit the entire academic community and society at large. UNNES vision is to be a state university of excellence in integrating learning, research, and dedication to society to enlighten the lives of the nation. Its mission is: a. Promoting quality and community-oriented higher education. b. Conducting scientific research and technological development that is beneficial to society. c. Dedicating science and technology to society to enhance the well-being and progress of a nation.

The objectives are a) Producing graduates who are gracious, intelligent, and professional in their respective fields. b) Produce quality scientific and public research and public work that is useful to the community. c) Doing commitment to society for the benefit of the welfare and development of nations.

A redesign of the UNNES PTNBH policy should be in line with the vision, mission, and objectives of the United Nations. This can be achieved by:

1. Ensure that the policy supports the achievement of UNNES strategic objectives.
2. Make a policy that is oriented towards the needs of the public.
3. As a public university, the policy must always be oriented to the need of the community.
4. Improving the quality of education and learning. UNNES is committed to becoming a leading university in the field of education.
5. Enhancing research and scientific publication. UNNES is also committed to becoming a leading university in research. Policy redesign must encourage research and scientific publication that is quality and beneficial to society.
6. Increase commitment to society. Commitment to the community is one of the main pillars of UNNES.

Policy redesigns must be easily understood and implemented by all parties.

The policy redesign is an important step taken by the State University of Semarang (UNNES) to realize its idea of becoming a State College of Law (PTNBH). This process must be comprehensive, targeted, and involve all stakeholders. One of the important aspects of policy design is to ensure that policies are easily understood and implemented by all parties. It is important that policies can be implemented effectively and the desired goals. There are several reasons why policies should be easy to understand and implement, among others:

1. Improve policy compliance. When a policy is easy to understand, it will be easier for all parties to comply with and implement it. This will increase the effectiveness of the policy in achieving its objectives.
2. Increase the sense of justice and equality. When the policy is easily understood, all parties will feel treated fairly and equally. It will increase confidence and support for the policy.
3. Enhance the efficiency and efficiency of policy implementation. It will save time, energy, and cost.

There are several ways to create policies that are easy to understand and implement, among others:

1. Use simple and easy-to-understand language. Avoid the use of technical terms or complicated jargons.
2. Create a clear and structured policy structure and format. Use points, tables, or diagrams to make understanding easier.
3. Providing examples and illustrations can help to explain policies in a more concrete and understandable way.
4. Do socialization and education. Socialize policy to all parties involved. Provide explanation and education about the purposes, benefits, and ways of implementing the policy.
5. Provide means of consultation and information to parties in need of explanation or assistance related to the policy.

Redesigning policies that are easy to understand and implement has several benefits, among others:

1. Improve policy effectiveness in achieving its objectives.
2. Increase compliance and sense of justice.
3. Improvement of efficiency and efficiency of policy implementation.
4. Enhance confidence and support for policy
5. Enhancement of policy accountability and transparency.

Policy redesigns should be periodically evaluated and updated as needed [28].

Policy redesign is a strategic step taken by the State University of Semarang (UNNES) to realize its idea of becoming a State College of Law. (PTNBH). This process must be comprehensive, targeted, and involve all stakeholders. One important

aspect of policy redesign is to ensure that policies are periodically evaluated and updated as needed. It is important for policies to remain relevant and effective in achieving their goals amid dynamic environmental change. There are several reasons why policies need to be evaluated and updated, among others:

1. Ensure that the policy remains relevant to current needs and circumstances. The world is changing rapidly. The needs and conditions of society are also evolving. Policies that are not evaluated and updated periodically can become irrelevant and ineffective.
2. Improve policy effectiveness in achieving its objectives. Policy evaluation can help identify the weaknesses and shortcomings of existing policies. It enables policy improvements and improvements to be carried out more effectively in reaching its goals
3. Increase policy accountability and transparency. Policy assessment can help demonstrate that policies have been implemented effectively and accountably. It can increase confidence and support for policies.

There are several ways to evaluate and update policies, among others [28].

1. Policy evaluations should be conducted on a regular basis to monitor policy effectiveness and identify potential problems.
2. Collect data and information. Data and information relevant to the implementation of the policy must be collected. This data can be obtained from various sources, such as surveys, interviews, and data analysis.
3. Analyze the data and the information. The data and data collected must be analyzed to identify the weaknesses and shortcomings of the existing policy.
4. Recommend policy improvements and improvements. Based on the results of the analysis, recommendations for policy improvement and improvement should be made.
5. Update the policy. The policy must be updated in accordance with the recommendations made.

Periodic policy evaluation and update has several benefits, including:

1. Improve policy effectiveness in achieving its objectives.
2. increase policy accountability and transparency
3. increase confidence and support for policy.
4. Strengthen an adaptive and sustainable organizational culture.

4 CONCLUSION

The re-design of UNNES policy should be done with due regard to the importance of periodic policy evaluation and updates. This can be achieved by conducting periodic evaluations, gathering data and information, analyzing data and data, recommending

improvements and improvements to policies, and updating policies. The periodic assessment and update of policies will ensure that UNNES policy remains relevant, effective, accountable, and transparent, so that it can support UNNés in realizing its ideals of being superior, sustainable, and adaptive. It is in line with the vision, mission, and purpose of UNNES. It is easy to understand and implement by all parties. It should be periodically evaluated and updated as needed.

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