

JUNIOR LECTURERS IMPROVEMENT MODEL

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ABSTRACT

Professional lecturers are one of the determinant aspects in realizing professional education services to the community, and so the academic performance of higher education institutions in general does. This research aims to develop an effective model in improving lecturer professionalism of junior lecturers in public universities, especially UNY. This study aims to develop a model of professional improvement for junior lecturers in UNY. The model was generated using research and development (R&D) approach with simplification from 10 steps to only 5 steps. Data were collected using field studies and literature reviews. The data collected from the field was processed using the interactive model of Miles, Huberman, and Saldana. The results of the study suggest that there are several components that are indicated to be needed in the professional development of young lecturers, which include understanding the code of ethics, professional attitudes and traits, research and public services, certification of expertise, increasing academic qualifications and competencies, supervision, coaching through team teaching, career development plans, career facilitation, career development and social personality.

Kata Kunci: *Model, Supervision, Young Lecturer*