



Ethic Committee Office at Universitas Padjadjaran

A. Every Directorate and Faculty has Integrity Zone Committee

In the work team structure for the development of the Integrity Zone towards a Corruption-Free Area at Universitas Padjadjaran, there are persons in charge from the Rector, the Chair of the Academic Senate, and the Chair of the University Board of Trustees.

There are advisors from the Vice Rector for Resources and Governance, as well as the Vice Rector for Planning, Digital Transformation, Finance, and Business Management. The organizational structure consists of a secretariat, the change management division, the structuring of the state apparatus human resource management system division, the business process structuring division, the accountability strengthening division, the supervision strengthening division, the public service quality improvement division, and change agents.

B. Organization Structure

In the organizational structure of the Integrity Zone (ZI) development team towards a Corruption-Free Zone (WBK) at Universitas Padjadjaran, the persons in charge include the Rector, the Chair of the Academic Senate, and the Chair of the Board of Trustees.

The advisory roles are held by the Vice Rector for Resources and Governance and the Vice Rector for Planning, Digital Transformation, Finance, and Business Management. The organizational structure consists of a secretariat, divisions for change management, structuring of the human resource management system for civil apparatus, business process improvement, strengthening of accountability, enhancement of oversight, improvement of public service quality, and a team of change agents.

<https://pasca.unpad.ac.id/zona-integritas/>



C. Work Team for the Development of the Integrity Zone Towards a Corruption-Free Area (WBK)

at the Directorate of Research, Downstream Innovation, and Community Service, Universitas Padjadjaran

The tasks and functions of the Work Team for the Development of the Integrity Zone towards WBK include:

- Developing a Work Plan as a reference for building the Integrity Zone (ZI) towards WBK at the Directorate of Research, Downstream Innovation, and Community Service, Universitas Padjadjaran; Preparing the Action Plan/Work Plan documents for the development of the Integrity Zone towards WBK at the Directorate;
 - Establishing priorities aligned with the objectives of Integrity Zone development, namely:
 - a. Defining achievable priority targets for each component with the involvement of all team members;
 - b. Conducting analysis and evaluation for each Action Plan/Work Plan;
 - Conducting public campaigns/socialization regarding anti-corruption behavior and implementing them;
 - Carrying out internal surveys to measure the corruption perception index and public service index within the work unit designated as the Integrity Zone towards WBK;
 - Documenting the Integrity Zone development process in the form of photos and videos;
 - Creating reports on the achievements of the Integrity Zone development and successes in improving the quality of education services;
 - Coordinating and consulting with the university's Integrity Zone Work Team and/or Bureaucratic Reform Team and other relevant parties to ensure smooth execution of the Integrity Zone development tasks;
 - Disseminating information on the Integrity Zone development process towards WBK within the Directorate;
 - Preparing performance reports for each action plan/work plan that has been implemented.
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Duties and Functions of Change Agents

**at the Directorate of Research, Downstream Innovation, and Community Service,
Universitas Padjadjaran**

- **As catalysts:** responsible for convincing all organizational members within faculties and work units at Unpad of the importance of transformation toward better performance;
- **As drivers of change:** responsible for encouraging and mobilizing organizational members to participate in the transformation toward a better Unpad;
- **As solution providers:** responsible for offering alternative solutions to members or leaders who face obstacles in the change process;
- **As mediators:** responsible for facilitating the change process, resolving issues that arise during bureaucratic reform, and maintaining relationships within and outside the work units;
- **As connectors:** responsible for linking two-way communication between organizational members and decision-makers.