



YAYASAN GRIYA WINAYA GARUT

INSTITUT PENDIDIKAN INDONESIA

Jalan Terusan Pahlawan No.32 Sukagalih - Tarogong Kidul, Garut

Telp. (0262) 233556 Fax. (0262) 540469 Kode Pos : 44151

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REGULATION
OF THE RECTOR OF INSTITUT PENDIDIKAN INDONESIA
NUMBER 099/ IPI.R / SK .KL / I / 2022

CONCERNING
THE ESTABLISHMENT OF A POLICY GOVERNING THE IMPLEMENTATION OF
THE INTEGRITY ZONE WITHIN
INSTITUT PENDIDIKAN INDONESIA

RECTOR OF INSTITUT PENDIDIKAN INDONESIA

- Considering :
- a. that in order to realize good university governance, which is transparent, accountable, and free from practices of corruption, collusion, and nepotism, it is necessary to establish an institutional commitment through the implementation of an Integrity Zone;
 - b. that the implementation of the Integrity Zone constitutes a strategic component in improving the quality of services in education, research, community service, as well as digital-based administrative services;
 - c. that in order to ensure the direction, implementation, and control of the Integrity Zone within the Institut Pendidikan Indonesia Garut, it is necessary to stipulate a policy in the form of a Rector's Decree;
- In View of :
1. Law No. 12 of 2012 concerning Higher Education
 2. Law No. 20 of 2003 concerning the National Education System
 3. Presidential Regulation Number 81 of 2010 on the Grand Design of Bureaucratic Reform;
 4. Regulation of the Minister for Administrative and Bureaucratic Reform (PAN-RB) Number 90 of 2021 on the Development and Evaluation of Integrity Zones towards Corruption-Free Areas (WBK) and Clean and Serving Bureaucratic Areas (WBBM);
 5. Regulation of the Minister of Education and Culture Number 3 of 2020 on National Standards for Higher Education;
 6. Decree of the Ministry of Research, Technology, and Higher Education No. 635 / KPT/I/2017 regarding the change of status of STKIP Garut to Institut Pendidikan Indonesia (IPI)



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7. Articles of Association and Bylaws of Yayasan Griya Winaya Garut
8. Statute of Institut Pendidikan Indonesia Garut
9. Quality Manual ISO 21001:2018 and ISO 9001:2015 of IPI Garut

HAS DECIDED

To stipulate : THE REGULATION OF THE RECTOR OF INSTITUT PENDIDIKAN INDONESIA CONCERNING THE ESTABLISHMENT OF THE INTEGRITY ZONE WITHIN INSTITUT PENDIDIKAN INDONESIA

CHAPTER I GENERAL PROVISIONS

Article 1 Definitions

1. Integrity Zone (Zona Integritas, ZI) means a designation conferred upon a work unit that is committed to realizing a Corruption-Free Area (Wilayah Bebas dari Korupsi, WBK) and a Clean and Serving Bureaucratic Area (Wilayah Birokrasi Bersih dan Melayani, WBBM).
2. Implementation of the Integrity Zone means systematic and continuous efforts to build a work culture that is based on integrity, transparency, and accountability.
3. Academic Community (Sivitas Akademika) means lecturers, students, and education personnel within the Indonesian Institute of Education Garut.
4. Work Unit means the Rectorate, Faculties, Graduate School, Study Programs, Institutes, Divisions, and Technical Implementation Units.
5. Internal Quality Assurance System (Sistem Penjaminan Mutu Internal, SPMI) means the internal quality assurance system implemented through the PPEPP cycle (Determination, Implementation, Evaluation, Control, and Improvement of Standards).

CHAPTER II OBJECTIVES AND PRINCIPLES

Article 2 Objectives

The objectives of this regulation are to:

1. realize higher education governance that is clean and free from corrupt practices;
2. improve the quality of services in education, research, and community service;

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3. strengthen institutional performance accountability and transparency;
4. support digital transformation and institutional sustainability.

Article 3 Principles

The implementation of the Integrity Zone shall be carried out based on the following principles:

1. integrity and anti-corruption;
2. accountability;
3. transparency;
4. professionalism;
5. fairness and non-discrimination;
6. sustainability.

CHAPTER III SCOPE OF IMPLEMENTATION

Article 4

The implementation of the Integrity Zone shall cover:

1. All activities of the Tri Dharma of Higher Education (education, research, and community service)
2. organizational and administrative governance;
3. academic and non-academic services;
4. information systems and digital services.

CHAPTER IV AREAS OF IMPLEMENTATION OF THE INTEGRITY ZONE

Article 5

The implementation of the Integrity Zone shall be carried out in, at least, the following areas:

1. change management;
2. organizational procedures and governance;
3. human resource management systems;
4. strengthening of performance accountability;
5. strengthening of supervision;
6. enhancement of the quality of public services.



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CHAPTER V IMPLEMENTATION

Article 6

1. The implementation of the Integrity Zone shall be conducted in an integrated manner throughout all Work Units.
2. Each Work Unit shall be obliged to prepare an Integrity Zone action plan.
3. The implementation shall be supported by a digital system serving as the single source of truth.

Article 7

In implementing the Integrity Zone, each Work Unit shall:

1. implement digital-based services;
2. provide service information in an open and accessible manner;
3. carry out proper recording and documentation of activities;
4. ensure the absence of gratification practices and abuse of authority.

CHAPTER VI IMPLEMENTATION

Article 8

1. An Integrity Zone Implementation Team shall be established at the institutional level.
2. The Integrity Zone Implementation Team shall be responsible to the Rector.

Article 9

The Integrity Zone Implementation Team shall have the following duties:

1. to prepare the Integrity Zone action plan;
2. to coordinate the implementation of Integrity Zone programs;
3. to conduct monitoring and evaluation;
4. to prepare performance reports.

CHAPTER VII SUPERVISION AND EVALUATION

Article 10

1. Supervision of the implementation of this Decree shall be carried out by the Quality Assurance Board of the Indonesian Institute of Education Garut.

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2. Evaluation shall be conducted through Internal Quality Audits (Audit Mutu Internal, AMI) and periodic evaluations.

Article 11

The results of evaluation shall constitute the basis for:

1. improving the quality of services;
2. improving governance;
3. adopting strategic policy decisions.

CHAPTER VIII FINANCING

Article 12

All costs arising from the implementation of this Decree shall be charged to the budget of the Institut Pendidikan Indonesia Garut in accordance with the prevailing laws and regulations.

CHAPTER IX CLOSING PROVISION

Article 13

This Regulation shall come into force as of the date of its stipulation.

Signed and sealed by the Rector of Institut Pendidikan Indonesia on January 5th 2022 in Garut

Dr. Nizar Alam Hamdani, M.M., M.T., M.Si., M.Kom.



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MINUTES OF MEETING REVIEW ON THE IMPLEMENTATION OF INTEGRITY ZONE POLICY 2023

Number: 119/ IPI/BA-ZI/VII/2023

On this day, Tuesday, the twenty-second (22) of August, two thousand and twenty-three (2023), the Review of Integrity Zone Policy Implementation was held at Institut Pendidikan Indonesia Garut, from 08:00 AM to 11:00 AM Indonesia Time, at the VIP Meeting Room, 1st Floor, IPI Garut Building.

The meeting was attended by:

1. The Rector of IPI Garut
2. Vice Rectors I, II, and III
3. All Deans of Faculties, Graduate School, and Coordinators of PPG
4. All Heads of Study Programs
5. Head of the Quality Assurance Body
6. Head of the Research Institute
7. Head of the Community Service Institute
8. All Heads of Departments at IPI Garut

The agenda of the meeting was as follows:

1. Opening
2. Singing of the Indonesian National Anthem
3. Speech
4. Review Presentation by the BPM IPI Garut team
5. Prayer
6. Closing

This meeting produced several conclusions:

1. The first speech was delivered by the Rector of IPI Garut. He expressed appreciation for all work units' efforts in implementing the Integrity Zone policy throughout 2023.

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Although still in its early stages, the initiatives undertaken—such as socialization and raising awareness about the importance of integrity—are crucial first steps in building a clean, transparent, and accountable work culture at IPI Garut. He encouraged all units to continue enhancing their practical understanding of the Integrity Zone concept, complete their action plan documents, and strengthen internal oversight mechanisms. Looking ahead, he hopes that the recommendations from this review can serve as a strategic guide for the development of digitally-based academic services, integrating the ZI policy into the PPEPP cycle, and implementing a more effective reporting and monitoring system. Our collective commitment to fostering an integrity culture will not only improve service quality but also set a professional example for all academic staff and stakeholders at IPI Garut.



2. In the second session, the Review of the Integrity Zone Policy Implementation was presented directly by the Head of the Quality Assurance Body of IPI Garut, Dr. Tina Sri Sumartini, M.Pd., with the following results:

BASIS

Evaluation of the policy implementation based on: Rector's Decree Number 099/IPI.R/SK.KL/I/2022

FINDINGS

1. Initial Implementation

- The policy has been socialized to most work units.
- Understanding of the Integrity Zone concept is still normative.
- Not all units have ZI action plan documents.



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2. Governance and Services

- Academic services are still predominantly manual (administrative based on physical documents).
- No integrated information system as a central data hub.
- Service transparency has not been systematically documented.

3. Oversight and Integrity Culture

- Oversight mechanisms are still administrative in nature.
- No whistleblowing system is available.
- Anti-gratification culture has not been strongly internalized.

CRITICAL ANALYSIS

- The implementation of the Integrity Zone in 2023 is at the initiation stage (early stage), characterized by:
 - Focus on administrative fulfilment.
 - Not yet system-based.
 - Not yet integrated with SPMI.

RECOMMENDATIONS

- Prepare ZI action plans for all work units.
- Develop a digital-based academic service system.
- Integrate ZI policy into the PPEPP cycle.

This minutes document is prepared for the Review of Integrity Zone Policy Implementation at IPI Garut, to be used as needed.

Garut, August 22nd August 2023

Acknowledged by,

Head of the Quality Assurance Body

(signed)

Dr. Tina Sri Sumartini, M.Pd.

Recorder,

(signed)

Sinta Dewi



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MINUTES OF MEETING

REVIEW ON THE IMPLEMENTATION OF INTEGRITY ZONE POLICY 2024

Number 166/ IPI/BA-ZI/IX/2024

On this day, Monday, the ninth (9th) of September in the year Two Thousand and Twenty-Four (2024), a meeting for the *Policy Review on the Implementation of the Integrity Zone* within the IPI Garut environment was held from 13:00 to 15:00 Indonesian Time at the VIP Meeting Room, J Building, 2nd Floor, IPI Garut.

The meeting was attended by:

1. Rector of IPI Garut
2. Vice Rectors I, II, and III
3. All Deans, Postgraduate School Directors, and PPG Coordinator
4. All Heads of Study Programs
5. Head of the Quality Assurance Agency
6. Head of the Research Institute
7. Head of the Community Service Institute
8. All Division Heads within IPI Garut

The agenda of the meeting was as follows:

1. Opening
2. Singing of the Indonesian National Anthem "Indonesia Raya"
3. Opening remarks
4. Presentation of the Review by the Quality Assurance Agency (BPM) team of IPI Garut
5. Prayer
6. Closing

The activity produced several key conclusions:

1. **Rector's Remarks**

In his speech, the Rector expressed appreciation to all work units for their achievements in implementing the Integrity Zone throughout 2024. The integration of the Integrity Zone into institutional work programs, along with the use of LMS and SIAKAD as service bases and the



measurement of performance indicators, has shown significant improvement compared to the previous period. These initiatives form an essential foundation for building transparent, accountable, and system-based academic services. Looking forward, he encouraged all units to focus on strengthening a value-based culture of integrity, maintaining consistency in implementation, and optimizing real-time monitoring dashboards. Enhancing risk-based audits and formulating follow-up policies are expected to close existing gaps, making integrity not merely an administrative compliance but an intrinsic part of the work culture at IPI Garut, for the sake of service quality and professionalism of the academic community.



2. Report of the Policy Review on Integrity Zone Implementation

The second agenda item was the presentation of the *Policy Review on Integrity Zone Implementation*, delivered directly by the Head of the Quality Assurance Agency of IPI Garut, Dr. Tina Sri Sumartini, M.Pd., with the following results: BASIS Continued evaluation of the implementation of Integrity Zone policies for the years 2022–2023.

FINDINGS

1. Implementation Aspect

- a. Most work units already have an Integrity Zone Action Plan.
- b. Integration with faculty and study program work plans has begun.
- c. Understanding of Integrity Zone principles has improved but remains inconsistent.

2 Digital Transformation

- a. Implementation of LMS and SIAKAD systems has begun.



- b. Some academic services have transitioned to online systems.
- c. However, there are still occurrences of duplicate data (manual vs. digital) and inconsistent data input between units.

3. Accountability and Performance

- a. Performance indicators are being developed but have not yet been measured quantitatively.
- b. Reporting remains largely descriptive and is not yet dashboard-based.

4. Supervision

- a. Internal Quality Audits have begun incorporating Integrity Zone aspects.
- b. A fully integrated digital reporting system has not yet been established.

ADDITIONAL POINTS

1. The year 2024 marks a transition phase toward systematic implementation, characterized by:
 - a. the beginning of digitalization, and
 - b. increasing organizational awareness.
 - c. However, full integration has not yet been achieved (*system integration gap*).

RECOMMENDATIONS

- Establish LMS & SIAKAD as the single source of truth.
- Develop a data-driven performance dashboard.
- Standardize Integrity Zone indicators based on Key Performance Indicators (KPI).
- Strengthen the integration of the Integrity Zone with the Internal Quality Assurance System (SPMI) and the Strategic Plan (Renstra).



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Garut, September 9, 2024

Acknowledged by

Head of Quality Assurance,

(Signed)

Dr. Tina Sri Sumartini, M.Pd

Recorder,

(Signed)

Sinta Dewi, M.Pd.



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MINUTES OF MEETING REVIEW ON THE IMPLEMENTATION OF INTEGRITY ZONE POLICY 2025

Number: 188/ IPI/BA-ZI//VIII/2025

On this day, Thursday, the twenty-eighth (28) of August, two thousand and twenty-five (2025), a Review of the Integrity Zone Policy Implementation was held at Institut Pendidikan Indonesia Garut, from 09:00 AM to 11:00 AM Indonesian Time at the VIP Meeting Room, 1st Floor of the IPI Garut Building.

The meeting was attended by:

1. The Rector of IPI Garut
2. Vice Rectors II and III
3. All Deans of Faculties, Graduate School, and Coordinators of PPG
4. All Heads of Study Programs
5. Head of the Quality Assurance Body
6. Head of the Research Institute
7. Head of the Community Service Institute
8. All Heads of Departments at IPI Garut

The agenda of the meeting was as follows:

1. Opening
2. Singing of the Indonesian National Anthem
3. Speech
4. Review Presentation by the BPM IPI Garut team
5. Prayer
6. Closing

This meeting produced several conclusions:

1. To open the Review of the Integrity Zone Policy Implementation, the Rector of IPI Garut delivered a speech, expressing appreciation for the commitment of all work units in

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implementing the principles of integrity and accountability at IPI Garut. The integration of the Integrity Zone (ZI) into the work programs, digitalization of services through LMS and SIAKAD, as well as performance measurements, shows that the institution has moved toward more professional, transparent, and systematic governance. Additionally, the Rector hopes that this momentum can serve as a foundation for continuing to strengthen a culture of honest, responsible work, focused on professionalism. All parties are expected to consistently implement the principles of integrity, enhance inter-unit cooperation, and optimize the use of digital systems to support the quality of academic services and the sustainability of the Integrity Zone within the institution.



2. In the second session, a presentation was made regarding the Review of the Integrity Zone Policy Implementation, delivered by the Head of the Quality Assurance Body of IPI Garut, Dr. Tina Sri Sumartini, M.Pd., with the following results:

BASIS

Follow-up evaluation of the ZI policy implementation for 2024-2025

FINDINGS

1. Implementation and Integration

- The Integrity Zone has been integrated into the institution's work programs.

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- All work units have ZI action plans.
- The implementation is starting to shift towards a system-based approach.

2. Digital Governance

- LMS and SIAKAD have started being used as the main service platform.
- Academic data is more documented and centralized.
- However, the following issues were found:
 - Data input delays by some lecturers.
 - Data quality is not yet fully consistent.

3. Performance Accountability

- Performance indicators are starting to be measurable (IKU/IKT).
- Performance reporting is beginning to be data-driven.
- However, not all units are using the dashboard optimally.

4. Integrity Culture

- Anti-corruption awareness has increased.
- No major violations were found.
- However, the integrity culture is still compliance-based and has not yet become intrinsic.

CRITICAL ANALYSIS

2025 marks the initial phase of strengthening and maturation, characterized by:

- The integration of systems has started to form.
- Digitalization has become the backbone of services.
- However, there are still gaps in:
 - Consistency of implementation.
 - Organizational culture.

RECOMMENDATIONS

- Strengthening a value-driven integrity culture.
- Implementation of real-time monitoring dashboards.
- Strengthening risk-based auditing.
- Preparing updated policies (update SK 2026).

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This minutes document is prepared to be used as needed for the Review of the Integrity Zone Policy Implementation at IPI Garut.

Garut, August 28th, 2025

Acknowledged by,

Head of the Quality Assurance Body

(signed)

Dr. Tina Sri Sumartini, M.Pd.

Recorder,

(signed)

Sinta Dewi