

# UPNVJ Moves Quickly to Complete the Transition of Non-ASN Employees

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The change in the status of non-ASN lecturers at the “Veteran” National Development University Jakarta (UPNVJ) from permanent lecturers to non-permanent lecturers on the SISTER (Integrated Resource Information System) platform, which was announced on June 1, 2026, caused unrest among non-ASN lecturers within the UPNVJ environment.

UPNVJ's leadership was also surprised by the change in status. In response, the university leadership immediately held an intensive meeting and decided to send a letter dated June 2, 2026, seeking an alternative solution: appointing non-civil servant lecturers as professional staff.

"The lecturers' concerns are understandable, considering that most of them are dedicated to UPNVJ. They consider UPNVJ their sole home of service and place of work," said UPNVJ Rector, Prof. Dr. Anter Venus, MA.Comm.

Furthermore, Prof. Venus said that many non-ASN lecturers have made real contributions to the progress and development of UPNVJ.

"Many of them have made significant contributions to the progress and development of UPNVJ. Therefore, we cannot let them go. We must fight for them to the last resort," said Prof. Venus.

The Chancellor also added that since learning about the change in status, the UPNVJ leadership immediately took swift action.

"That's why, when we learned their status had been changed, we immediately met. I also immediately asked the Vice Rector II and the Head of the PKU Office to write that same day and coordinate to find a solution, namely appointing them as non-civil servant lecturers, or, more precisely, as professional staff with lecturer status," he explained.

The UPNVJ leadership's commitment to fighting for the welfare of non-ASN lecturers has been carried out tirelessly and relentlessly since 2025. Various coordinations are continuously carried out with relevant ministries and institutions.

The results of these efforts are beginning to show signs of improvement. At the very least, the Ministry of Finance has approved the status of lecturers as professional staff, which regulates the personnel aspects of Public Service Agency State Universities (PTN BLU). With professional status, lecturers' and staff's financial rights can be safeguarded and paid according to regulations.

Nevertheless, the struggle to become professional staff is only the first step. Furthermore, UPNVJ leadership will continue to coordinate with the Ministry of Higher Education, Science, and Technology to ensure that these professional positions can also be filled by lecturers. Thus, the desired status is that of professional lecturers, not professional employees.

"We continue to coordinate with the Ministry of Education, Science, and Technology to enable lecturer status for these professionals. Seeing the ministry's shared enthusiasm, we are optimistic that a mutually beneficial solution will be found. Let's just pray that this can be realized soon. Bismillah," said Prof. Venus.

The Chancellor concluded his statement by expressing his gratitude to the Vice Chancellor for General Affairs and Finance, the Head of the PKU Bureau, the Internal Supervisory Unit (SPI), and the personnel team who continue to work tirelessly to ensure the best solution, as promised by the Chancellor in 2025.

"Even though we, especially the transition team, are being suspected of various things, they continue to work sincerely with the principle of *no more talking, time for action* ," concluded Prof. Venus.

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