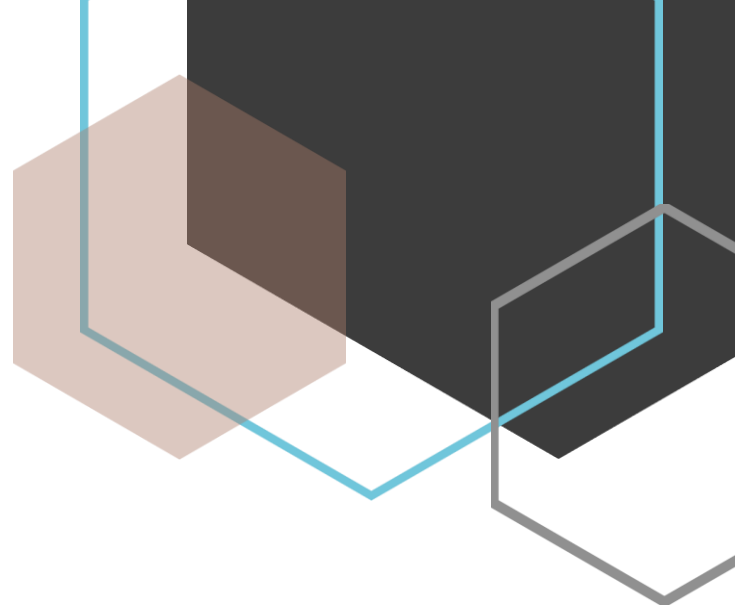




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INITIAL STAKEHOLDER PERCEPTION SURVEY

Results

IFUGAO STATE UNIVERSITY, PHILIPPINES



**Integrating Talent Development into Innovation Ecosystems in Higher Education
Ecosystems in Higher Education**

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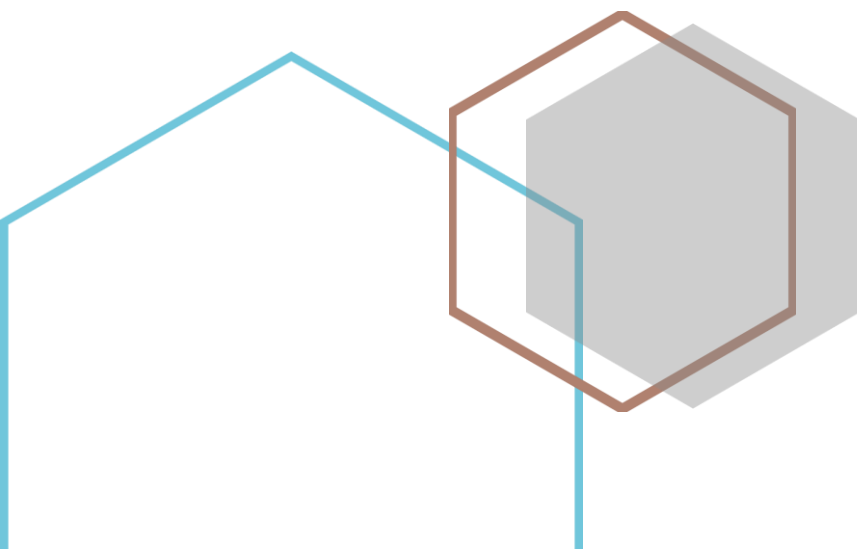




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Each INNOTAL Partner University in Asia has carried out a survey campaign aimed at mapping the initial positions and perceptions of key University stakeholders on issues of relevance to the project.

Representatives of administration and management have been asked to give their opinion about the way graduates' employability and relations with external stakeholders are currently handled at their University.

Students have provided feedback about the state of current student representation at the University, which is an important determinant of the ability of the institution to attract and retain talent.

Faculty members have been asked to share their interest in, and expectations from, future plans to embed employability in the various activities and operations at the University, to further develop talent development and improve the quality and relevance of education.

This document presents and analyses the results from this survey.



Introduction

This survey aims to map the initial positions and perceptions of key project stakeholders within Ifugao State University's six campuses on issues relevant to the INNOTAL project. It targets 100 respondents from three groups within the university, namely: (1) management and administration; (2) faculty; and (3) students.

The respondents were determined by random sampling. Eight (8) were chosen from the management and administration group, 5 from the faculty, and 87 from the student body. The questionnaires were administered in person and through online media.



Consolidated Results

Survey among Management and Administration

- a. No. of respondents : 8
- Management : 3
 - Administration : 5
- b. No. of males : 3
- c. No. of females : 5

Questions	No. of respondents	%
1. Around the globe, universities are becoming increasingly focused on ensuring the employability of their graduates and on establishing mutually beneficial links with business and industry. Is our university actively looking for examples and best practices in this area?		
a. Yes, we are actively researching the best practices in order to learn.	3	37.50
b. We are interested but we have had no resources and capacity to carry out a good research on the best practices.	4	50.00
c. We are guided by the government strategy for higher education, and we have no capacity to review good practices from other countries.	1	12.50
d. We do not think good practices from other countries would be any useful to us.	0	0.00
2. Does our university assess to what extent we are able to ensure the employability of our graduates and how well we cooperate with business?		
a. Yes, regularly.	2	25.00
b. Yes, but only occasionally.	6	75.00
c. No, this is not part of our job. The university is being evaluated by the responsible public agencies.	0	0.00
3. Is our university aware of any weaknesses in relation to the employability of our graduates and our cooperation with business?		
a. Yes, we have identified weaknesses.	1	12.50
b. We are relatively happy with our current performance but some improvements will be welcome.	6	75.00



c. We are very happy with our performance.	0	0.00
d. We are not evaluating these areas at all, it is up to public agencies to do it.	1	12.50
4. Is the university monitoring the external conditions in the economy and society that may affect the employability of our graduates?		
a. Yes.	3	37.50
b. Only to a limited extent.	3	37.50
c. No, we rely on the government and the responsible public agencies to do it.	2	25.00
5. Would our university benefit from developing a more coherent internal strategy for improving graduates' employability and links with business and industry?		
a. Yes, we have already started working toward these goals, it would be good to improve the strategy.	3	37.50
b. We have no coherent strategy at this time and it would be good to start working on it.	3	37.50
c. We can think about some improvements but we mostly need to rely on the government and the responsible public agencies to chart strategic directions.	2	25.00
6. Would our university benefit from involving external stakeholders more actively in the design, delivery and evaluation of curricula?		
a. External stakeholders are already involved but their involvement could be increased if this will help improve graduates' employability.	2	25.00
b. External stakeholders are not sufficiently involved yet and the university would definitely benefit from increasing their involvement.	6	75.00
c. External stakeholders are already sufficiently involved and no further action is needed.	0	0.00
7. Would our university benefit from involving external stakeholders (notably business) more actively in the development of student talent?		
a. External stakeholders are already involved but their involvement could be increased if this will help improve graduates' employability and the talent of students.	3	37.50

b. External stakeholders are not sufficiently involved yet and the university would definitely benefit from increasing their involvement.	4	50.00
c. External stakeholders are already sufficiently involved in the development of student talent and no further action is needed.	1	12.50
d. External stakeholders have no particular relevance to the development of students' talent; developing students' talents is the job of the university itself.	0	0.00
8. Is the approach to teaching and learning at the university sufficiently student-centred?		
a. Yes, we have achieved substantial success in introducing student-centred teaching and learning.	3	37.50
b. We are trying to introduce a more student-centred approach to teaching and learning but there is a long way to go.	4	50.00
c. No, but we would support the introduction of a more student-centred approach in teaching and learning, if we feel we have the capacity and resources to do it.	1	12.50
d. No and we are not ready to modify the existing teaching and learning processes unless this is a formal requirement by the accreditation agency.	0	0.00

Additional comments or observations on the above topics or on related issues

- "There should be more linkages with the industries to accommodate the need for internship areas of OJT students. Lack of experiences and eligibility are factors that affect the employability of our graduates. I suggest that the University should conduct a review on Civil Service Exam for non-board exam programs. And to give chance to our graduates with or without eligibility to at least experiencing working in the university on a job or contractual basis so as that when they apply outside the university, they will be motivated to hunt a job. Nowadays, industries/ employers are looking for experienced graduates. The university can do something to our graduates."
- "There should be a makerspace wherein the students explore and develop their full potentials and skills."
- "We have produced competent graduates in such a way that their employability is far-reaching."
- "Involvement of Business Partners is really necessary to ensure graduates employability. The university should start searching for business partners. The On-the-Job training of students should also be outside school in order for them to experience the so called "real world" and their OJT should be related to their degree and not clerical works in the office. The university should also check on our graduates (after graduation) to check on their employment. This will help the university to check and ensure if our learnings in school our enough for our students to be employed immediately after graduation or to



see if our students are ready in the “real world” and to check if we need additional or improvement in our course programs.”



Survey among Faculty

- a. No. of respondents : 5
- b. No. of males : 3
- c. No. of females : 2
- d. Departments
 - College of Agriculture and Forestry : 1
 - College of Advanced Education : 2
 - College of Education : 1
 - College of Business and Management: 1
- e. Areas of teaching/ research
 - Horticulture
 - Accounting
 - Culture and language
 - Criminal justice education
 - Social sciences

Questions	No. of Respondents	%
1. Do you think that our university is doing enough to guarantee the employability of our graduates?		
a. Yes, we have a very clear and consistent strategy for improving graduates' employability.	0	0.00
b. I think we are doing a lot, but more efforts would achieve even better results.	2	40.00
c. No, we have a good strategy but not enough effort is put in this area.	0	0.00
d. No, we don't have a clear and consistent strategy.	3	60.00
2. Would our university benefit from developing a more coherent internal strategy for improving graduates' employability and links with business and industry?		
a. Yes.	5	100.00
b. No, enough is done already.	0	0.00
3. Would you be willing to contribute to university efforts to increase the employability of students and to improve the development of their talent?		
a. Yes.	3	60.00

b. Yes, but only if my workload is not significantly increased.	1	20.00
c. Yes, but only if these efforts count toward my attestation at the university.	1	20.00
d. No.	0	0.00
4. Do you think involving external stakeholders more actively in the design, delivery and evaluation of the programmes and courses that you are teaching would be beneficial for your students?		
a. Yes, it would make sure they are better prepared for work and it is worth some additional efforts.	5	100.00
b. Yes, but it would disrupt the teaching process and should not be overdone.	0	0.00
c. No, it would disrupt my teaching routine.	0	0.00
d. No, it would reduce my academic freedom.	0	0.00
5. Would you be willing to introduce a more student-centred approach in your teaching?		
a. Yes.	2	40.00
b. Yes, but only if I receive clear instructions what to change.	2	40.00
c. Yes, but only if it does not significantly increase my workload.	1	20.00
d. It is not necessary because I have already done this.	0	0.00
e. No, it would disrupt my teaching routine.	0	0.00
6. Do you think external stakeholders should be more involved in the development of student talent?		
a. Yes, this would increase the employability of students.	3	60.00
b. Yes, but only if there are clear rules and limits to involvement, so that academics retain their academic freedom.	2	40.00
c. No, this would significantly complicate the teaching process.	0	0.00
d. No, this can only be done outside the university.	0	0.00
7. Would you be willing to develop and deliver innovation and entrepreneurship training?		

a. Yes, as separate elective courses within the program.	1	20.00
b. Yes, but only as topics within existing courses.	3	60.00
c. Yes, but only as a short extra-curriculum training in these subjects.	1	20.00
d. No, unless it is a requirement.	0	0.00
e. No, these topics are not relevant to our field of study.	0	0.00
8. Are you familiar with the practice of involving students in live innovation projects that also involve external stakeholders?		
a. Yes.	2	40.00
b. Not in detail.	2	40.00
c. No.	1	20.00
9. Would you be willing to organize and facilitate the involvement of your students in live innovation projects that also involve external stakeholders?		
a. Yes.	5	100.00
b. No, but if something is done at university level, I would support it.	0	0.00
c. No, this is outside of my competences at the university.	0	0.00
10. Would you be willing to introduce more innovative teaching methods in your own teaching?		
a. Yes.	3	60.00
b. Yes, but only if some guidance is provided at university or Department level or if there is a support structure within the university that could assist me.	2	40.00
c. No, unless it is a requirement at university level.	0	0.00
d. No, because I risk not meeting the formal requirements for university teaching.	0	0.00

Additional comments or observations on the above topics or on related issues:

- "Kindly improve the relationship of the school and the LGU or communities."
- "Truly indeed, while the University develops and integrates talents into its innovation ecosystem, it should as well soundly put into relevant positions or areas these talents. I observed that many human resources do not maximize their talents because they are placed either in not appropriate or in not relevant job positions. For example, how could an IT graduate handle human resource job?"



- “Moreover, in order to bring the best in each talent, they should be held accountable in every aspect, including both for praises and dispraises. It is very depowering to know that talents are so much held for their mistakes while under recognized for their credits. At times, their efforts are being credited to others.
- “Most importantly, resources of the University should be equitably, ethically and soundly used for the benefit of every talent, not only for specific people. Management must, at all times, uphold the values of integrity, objectivity, justice and competence”.
- "Exposure of our students to more actual and/or practical situations, setting up of more simulation areas when we can bring them out; involving them in more simulation activities in order to enhance not only their skills/ competencies but much more their critical thinking, human relations, especially their positive working attitudes"
- "Very nice innovation. This is to find out the weakness of our curriculum as well as our strategies/methods in teaching so that it will be improved to more responsive one. Please make it available to us especially the results/findings of this survey."



Survey among Students

- a. No. of respondents : 87
- b. No. of males : 35
- c. No. of females : 52
- d. Departments:
 - ***Aguinaldo Campus : 2***
Associate in Computer Technology : 2
 - ***Lagawe Campus : 24***
College of Education : 4
College of Engineering : 6
College of Business and Management : 14
 - ***Lamut Campus : 35***
College of Advance Education : 1
College of Agriculture and Home Sciences : 11
College of Arts and Sciences : 6
College of Computing Science : 5
College of Criminal Justice Education : 5
College of Education : 7
 - ***Potia Campus : 24***
College of Agriculture and Forestry : 4
College of Computing Sciences : 3
College of Criminal Justice : 11
College of Education : 6
 - ***Tinoc Campus : 2***
Bachelor of Elementary Education : 2

Questions	No. of respondents	%
1. Do you think students are properly represented in official decision-making bodies at the university?		
a. Yes, our representation is very satisfactory.	29	33.33
b. Yes, but our voice could count more.	40	45.98
c. No, we are not sufficiently involved or consulted on governance matters.	18	20.69



2. Do you feel that students are consulted on the quality of the programmes and teaching?		
a. We are regularly consulted and we can give our opinion and voice our complaints.	19	22.99
b. We are sometimes consulted but not on a regular basis.	44	50.57
c. We are rarely consulted and we are not able to really influence the quality of teaching and of the study programmes.	21	24.14
d. No, we are not sufficiently involved or consulted on the quality of the programmes and teaching.	2	2.30
3. Do you feel that students are consulted on student support services at the university, including financial help, accommodation, health services and social life?		
a. We are regularly consulted, we could give our opinion and voice our complaints.	20	22.99
b. We are sometimes consulted but not on a regular basis.	47	54.02
c. We are rarely consulted and we cannot really influence the student support services.	12	13.79
d. No, we are not sufficiently involved or consulted on student support matters.	8	9.20
4. Do you feel that your university attracts and retains talented students?		
e. Yes.	64	73.56
f. No.	23	26.44
5. Do you feel confident and prepared to become involved in an innovation or research project together with your professors?		
a. Yes.	21	24.14
b. Yes, but only if I receive proper training before that.	58	66.67
c. No.	7	8.05
6. What type of activities do you think would best serve to improve your employability? (More than one answer is possible.)		(As against 330 responses)
a. Internship or training placement in business/industry	61	18.48
b. Internship or training placement in a non-governmental organization	36	10.91

c. An innovation or applied research project at the university that is developed in cooperation with business or industry, with support from the faculty	52	15.76
d. Job fairs and meetings with potential employers during my studies	47	14.24
e. Courses and assignments based on case studies and practical tasks	38	11.52
f. International mobility or periods of study abroad	27	8.18
g. Volunteering	23	6.97
h. Involvement in community work while at the university	46	13.94

Additional comments or observations on the above topics or on related issues:

- "Actually marami pang mga activities na sana dapat maipatupad in our university para magkaroon naman ng sariling pondo para sa pag-unlad naman ng university. Hindi yung puros singil ng singil sa mga students ng kung anu-anong dahilan. Why not gumawa na lang sana sila ng mga events na pwedeng pagkakitaan ng pondo."

("Actually, there are a lot other activities that we hoped will be conducted in our university that the university can have additional funds for its development. It should not be focused on purely collecting and collecting from students using many reasons. Why not do events instead that will generate funds.")

- "Very satisfactory. But, buildings need improvements like renovations."
- "It is good that students will be included in any research or activities to have knowledge on what is going on in our university. So with that we could also share our insights/ opinions to help our school become more productive."
- "On this survey, we should participate for our university for the purpose of improvement and how the employees make their student improve their studies."
- "Teachers and students must improve their relationship. Teacher must not abuse his/her authority because it affects the students' performance."
- "Students of IFSU Potia Campus are not properly supported with the services of the campus."
- "About that question no. 4... yes that our university attract more students but some of the student dont retain talented because of lack of training, seminars. Like outside seminars..."
- "Seminar involvements, more training opportunities"
- "Sana po ung mga instructors ay magtraining po muna tungkol po dun sa pagtrato po nila sa mga studyante kagay po po nung iba pag yung correction po sa pagtuturo nila kmi pa po ung mali at magagalit na po cila. At chaka po ung pagcompute sa grades po at sana din wag po kami ang pag-initan ng mga guro dahil ginawa lang po namin ung tama at karapatan po namin. Sana din po may libreng wifi po sa department po nmin kasi parang hindi po kami kasali sa university"

("We hope that instructors will be trained first on how to treat their students, just like some teachers whom we gave correction in their teaching, they brand us to be the one at fault and then they get angry immediately. And also how they compute grades. And we wish that they don't suspect and treat us



harshly because we just did what we believe is correct and our right as students. We also hope that we have free WiFi in our department because as if we are not a part of the university (which has WiFi in other departments.)”

- "Students should be given the proper amount of time in internship or trainings for them to be really prepared in their career. I also suggest regular monitoring on students' opinions regarding the quality of education they are receiving."
- "Every student's voice should be heard and be answered, if possible."
- "I think that IFSU needs improvement more likely in becoming strict about the status of the students or how they are doing in school. The rules are not implemented and enforced by the administration. Connections are significant for graduating students, the administration should have partners whether NGO or government owned institutions that can help the graduate students to find a job that is related to their course."
- "Voice of students should be heard. Fair treatment for the students especially for OJTs. Staff should not favor other staff when students are involved in decision making or other issues."
- "I observe that it will help us in the future for our employment and career."
- "Tungkol sa sports ma'am but po Pala walang varsity players pang CARASUC but ung ibang school meron kaya karamihan sa Kanila mananalo Dito po ma'am Kase pag may varsity Siguro lalaban ang IFSU sa carasuc kahit manlang may scholarship at may schedule sa training na observe ko po Kase may mga talented na students Dito sa IFSU kaya Lang Di nadedevelop"

(“About sports, why doesn't the school have varsity players for CARASUC while other universities, like BSU, have? That is why their athletes always win. If we have our varsity, IFSU can strongly compete in the CARASUC... There are many talented students here but they are not being developed.”)

- "Based from my stay in IFSU, I noticed that IFSU lacks some technologies like in the agriculture department that we don't have much technologies, course subjects. Another is, we study ruminant productions subject but we don't have ruminants, like cows."
- "To ensure the employability of graduate students in this university, faculty should prioritize students first before promotion. Also, minimize giving INC's."
- "My observations are there are competition among faculty and staff of every college/department. Sometimes, teachers are the cause of failure of students/ cause of disappointments/ cause of transferring to the other universities, why because of wrong approach and sometimes, there are favoritisms."
- "Students' assistance, scholarship programs, and refunds {must be done}"
- "Regarding our College of Agriculture: I'm glad of having good instructors and brilliant college dean but the equipment, facilities and subject, maybe, this is a big issue that may affect the knowledge and experience of the students."
- "I think most of the above choices in item No. 6 are what we (students) really need to build up a strong resume even before graduating in this university. Also, the need for the university to include most, if not at all, students in the quality of the programs, support services, etc. should be a must because we are the beneficiary of these programs and the outcome will be measured by the general success of the students."
- "Please try to hire professional teachers or more teachers in order to lessen other teachers' load that sometimes they couldn't attend their responsibility to students. Also,

teachers sometimes are given the task only to teach student for compliance even if they are not suited to the subject. What I observed also po is I seldom, rarely rather, see utility workers, esp. workers to clean the surroundings. The guidance and counseling office is hidden, students barely approach the office, and the staffs lack. Please hire more BS Psychology professors, they are rarely exposed in the field of psychology. Please conduct more seminars and trainings for more students' capability building and development."

- "IFSU should conduct job fairs or mock job interviews in order for them to experience first-hand what it is like to work in the 'real world.' Our institution should motivate graduating students to actively participate in career placement seminars since most of them only attend such activities for the sake of attendance. Maybe IFSU can coordinate with known corporations where graduates can apply for a job and may possibly be hired on the spot. This way, students will know more about their worth as graduates of the university.
- "I think student ideas doesn't matter, I heard some complaints and insights on some issues on school like in regarding permits before exam, school do not retain and give privileges to good varsity players, based on my experience as a varsity player."
- "Speaking of the quality of programs, teaching, services, social life, and the likes especially within the university, I could give point to university with 79% rating. Why? In the first place, I can say that we, the students, are not the main priority of our university. For instance, I notice that students are being mandated or forced to attend programs, trainings, or meetings. In other words, there's lack of empowerment among students in order to show active participation and volunteerism. Therefore, students are being penalized, which should not be the solution. Besides, whenever we have programs, it is very obvious that there is lack of preparation or just even rehearsals prior to the event. Also, students are being restricted to join or participate in various events or contests outside the campus especially national or overseas because of lack of funds. In addition, there are also many students who can't avail some of their earned scholarships like being a student leader or Dean's Lister because we don't have enough source of funds again."
- "I don't feel that students are being consulted on services at the university especially on the transparency of fees on the students' financial help."
- "The students and the instructor should have a healthy relationship in order to attain the quality teachings. We have experienced the slow processing of papers for our extension service such that days, months passed by and the paper that we were about to process was gone. We needed only the signature for approval but they didn't signed it. Extension service is a training experience for students to develop their skills and competence to deal with other people."
- "I think that they will improve some of our laboratories in the different departments."

