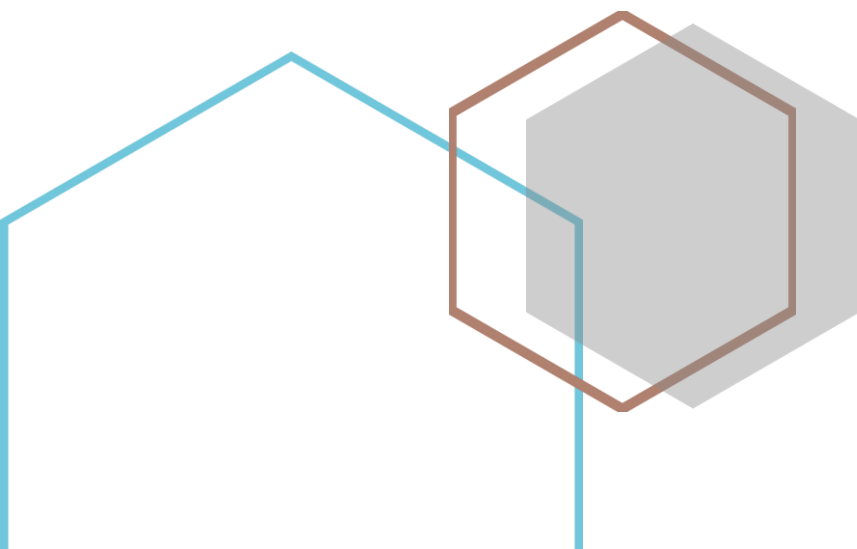FINAL STAKEHOLDER PERCEPTION SURVEY
Results

UNIVERSITY OF MADRAS, INDIA

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

586227-EPP-1-2017-1-BG-EPP

INNOTAL

Table of Contents

Each INNOTAL Partner Each INNOTAL Partner University in Asia has carried out a final survey campaign aimed at mapping the perceptions of key University stakeholders on issues of relevance to the project. The survey has also aimed at analysing the perceived impact of the project at the institution and making conclusions about sustainability actions.

The survey has reached students, faculty members and representatives of University Management and Administration.

This document presents and analyses the results from this survey.

Authors: University of Madras project team

*Editor: Gergana Cisarova-Dimitrova, European Center for Quality*

Introduction

A survey was conducted among 90 stakeholders at the University of Madras comprising 12 faculty members, 70 students, and 8 representatives of administration and management. The purpose of the survey was to identify the contribution of the INNOTAL project to the university from the perspective of the stakeholders. The survey was done using a Google Forms questionnaire that was sent to the stakeholders.

Your position at the University:

90 responses

- Management
- Administration
- Student
- Faculty member
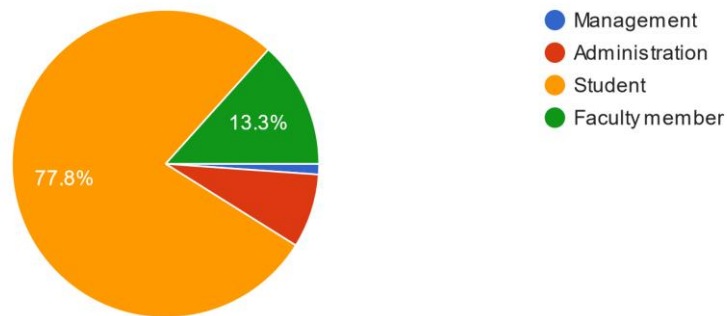
Results and Analysis

Management and Administration Perspective

According to the results of the survey, all of the management/administration agreed that the INNOTAL project made the university more aware of global trends, at least to some extent. The staff also expressed the view that the project resulted in better understanding within the university with external stakeholders in the design and delivery of education, as well as in the development of student talents. The study helped the university become aware of its weaknesses in promoting student employability and opportunities for future growth. Almost 75% of the staff said that the research helped the university to understand and monitor external economic and societal variables that could affect our graduates' employability. The rest believed that the University was already doing, but the INNOTAL project brought some further improvements

The INNOTAL Project was successful in forming a change-maker coalition at the university to pursue new ways of student engagement in research and innovation, as well as to expand student exposure to the economy and society, which was endorsed by 88% of the administration.100% of the respondents agree that the project assisted them in developing a new strategy to boost graduate employability and connections with business/industry that was not previously in place. They also agree with the recommended strategy of integrating curriculum, teaching, research, and development. The respondents are all eager to participate in the implementation of the suggested plan because it will have a beneficial impact on their jobs. They also believe that the plans are both feasible and meaningful.

Students' Perspective

According to survey results, over 88% of the students believe the INNOTAL project and the Talent Co-creation Lab are significant and valuable initiatives for the university students. According to 85 percent of students, the Talent Co-creation Lab provided them with an opportunity to increase their employability. It may have aided the remaining 15% to some extent, depending on the nature of their involvement in other activities.

Almost 60% of the students said that they were confident and prepared to participate in a research project, as well as accepting challenging tasks connected to research and innovation projects proposed or designed by employers. Volunteering and community service are thought to boost students' abilities and employability by nearly 79% of students. Almost 80% of the students are willing to participate in volunteering activities.

Faculty Members' Perspective

According to the results of the survey, over 67% of the faculty members agree that the INNOTAL project and its activities have helped to ensure graduates' employability. According to 75% of faculty members, the initiative had a favourable impact on the development of student talent in the design and delivery of education.

According to 84% of the teaching staff, external stakeholders should be more actively involved in the design, delivery, and evaluation of study programmes and courses, as well as in the development of student potential, 67% of the faculty members say that they would be willing to help with the future university efforts to boost students' employability and talent development. Half that number, however, noted that they would do so only if their workload at the university is not increased, which points to a much more serious issue of lack of time on the part of staff to pursue activities linked to boosting employability (presumably due to excessive burden of teaching).

84% of the faculty members agree that the INNOTAL project's proposed strategy of embedding employability across all institutional activities (curriculum, teaching, research, and innovation) will have a beneficial influence on their employment. While 58 percent of the faculty are eager to use a more student-centred approach in their teaching, 33 percent of the faculty still require more institutional support in that regard. With the support of the INNOTAL project, about 92 percent of the respondents are willing to create and offer innovation and entrepreneurship training in the future. 75 percent of the staff agrees that the project's outcomes, particularly those related to the Talent Co-creation Lab, will improve students' employability and creativity capability, as well as provide them with more opportunities to interact with external stakeholders. Almost all faculty members think that the establishment of the Lab would allow them to use more innovative teaching methods in their classes.

All in all, the stakeholder perception is that the project has achieved its goals. It has raised awareness of the mutli-stakeholder approach to promoting graduates' employability, entrepreneurial learning and student-centered learning in Lab environments focused on live innovation projects and business cases proposed by external stakeholders, as well as student entrepreneurship. It has piloted a Talent Lab bringing together students, faculty and external stakeholders for projects inspired by real-world problems, and it has advanced entrepreneurship education at the University. The trainings carried out in the frame of the project were highly appreciated by students.

The Lab has been forced to operate almost entirely online, despite some live events carried out. We expect that the difficult situation may have prevented full visibility of the Lab and some students' access might have been compromised, but we are confident that with the return of students on campus the activities will be better appreciated and more students will be able to take advantage of them.
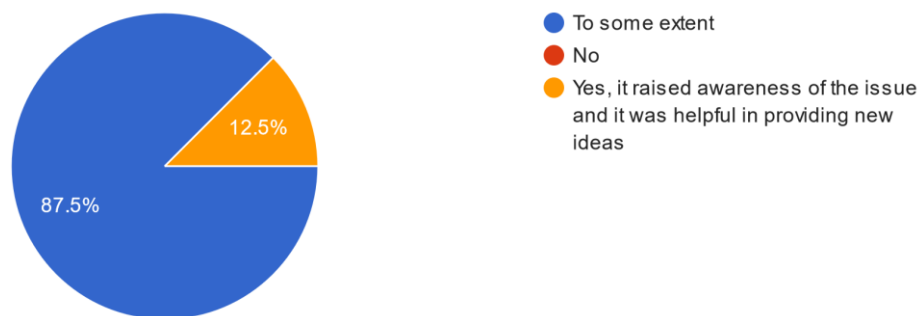
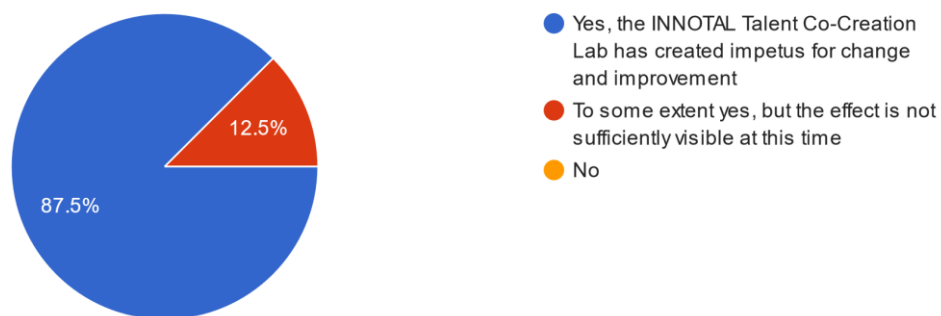## Diagrammatic representation of the survey results

Responses from Management and Administration

Do you think that the INNOTAL project has made our university generally more aware of global trends and best practices for promoting graduates...ployability and university-business cooperation?
8 responses

- To some extent
- No
- Yes, it raised awareness of the issue and it was helpful in providing new ideas

87.5% 12.5%

Has the INNOTAL Project resulted in better understanding within the university of the benefits of cooperating with external stakeholders in the desi...ation and in the development of students' talents?
8 responses

- Yes, the INNOTAL Talent Co-Creation Lab has created impetus for change and improvement
- To some extent yes, but the effect is not sufficiently visible at this time
- No

87.5% 12.5%

Has the INNOTAL project made our University more aware of any weaknesses in our cooperation with business and in our efforts to promote students' employability?

8 responses
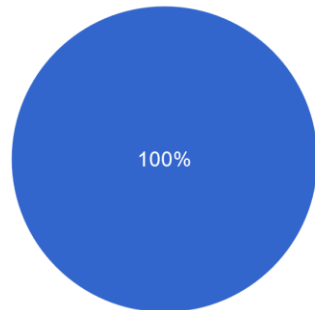
- ● Yes, we identified some weaknesses and areas of future improvement
- ● We are relatively happy with our performance in these areas, but the INNOTAL project brought ideas for further improvements
- ● We were already doing enough in this area, so the INNOTAL project was not very relevant
- ● No

100%

Has the INNOTAL project helped our University better understand and monitor the external conditions in the economy and society that may affect the employability of our graduates?

8 responses
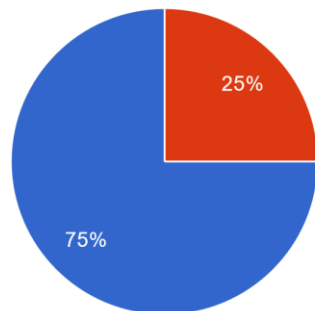
- ● Yes
- ● We are doing this anyway, but the INNOTAL project brought some further improvements
- ● No

25%

75%

So far, has the INNOTAL project and its results (e.g. the Talent Co-Creation Lab) actually promoted stronger involvement of external stakeholders in t...urses and in the development of students' talents?

8 responses
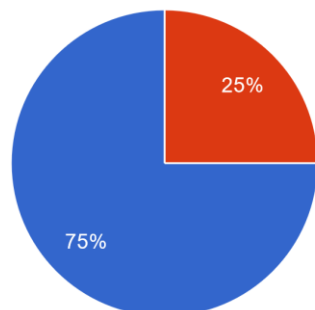
- ● Yes, it introduced such processes where they did not exist before
- ● Yes, it supported already existing such processes at the university
- ● Everything was great even before the INNOTAL project, so it did not make much difference
- ● The INNOTAL project did not help at all

25%

75%

Has the INNOTAL Project succeeded in creating a change-maker coalition at the University to pursue new approaches to student engagement in ...e student exposure to the economy and society?
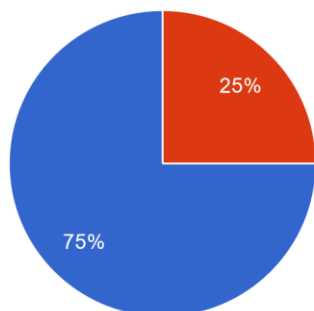
8 responses
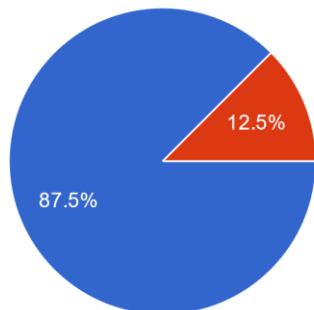
- Yes, the INNOTAL Talent Co-Creation Lab has created impetus for more student involvement in research and innovation
- To some extent yes, but the effect is not sufficiently visible at this time
- No

Did the INNOTAL project activities manage to improve internal institutional dialogue and make institutional culture more in favour of stronger University engagement with external organizations?

8 responses

- Yes
- To a limited extent
- No

Has the INNOTAL project contributed to developing(or improving) a practical and concrete University strategy and action plan for improving g...es' employability and links with business/industry?
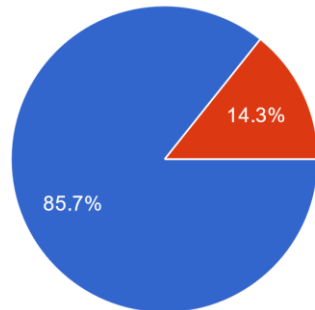
8 responses
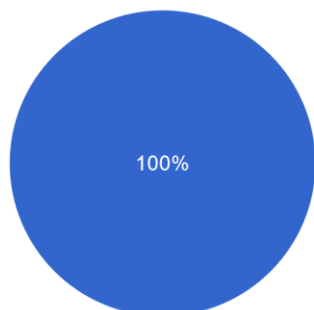
- Yes, it helped us develop a new strategy that was not in place before
- Yes, it helped further develop our existing strategy
- Not really

Do you support the INNOTAL project's proposed strategy to embed employability across all institutional activities (curriculum, teaching, research & innovation)?
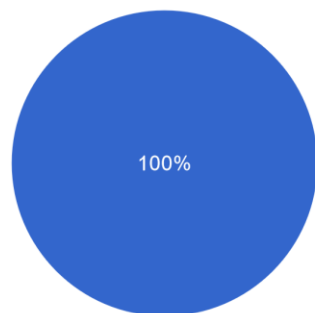7 responses

- ● Yes
- ● I think the strategy is a good one but I am not yet entirely clear what its concrete implications will be
- ● I do not support such s strategy

Would you get involved in implementing the above-mentioned strategy?
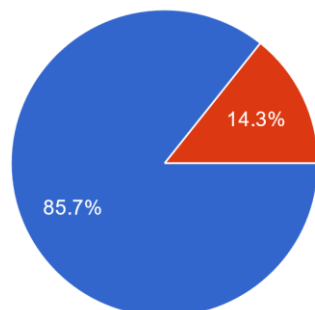8 responses

- ● Yes
- ● I would like to see what exactly this strategy will entail before I get involved myself
- ● No

Do you think that the implementation of the above strategy will impact you and your job positively?
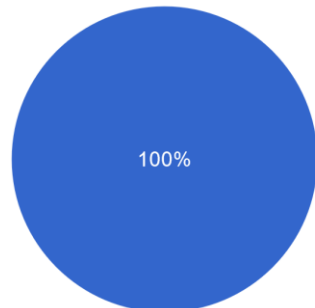7 responses

- ● Yes, it will have a positive impact
- ● It could have some limited positive impact
- ● No, it could actually impact me negatively

Do you think that the INNOTAL plans for facilitating the uptake of entrepreneurship and innovation training across more disciplines and through extra-c...tivities are viable and relevant at our University?

8 responses

- ● Yes, these plans are both relevant and viable
- ● These plans are timely and relevant, but they might be difficult to implement at our University in the near future
- ● No, these plans are neither relevant nor viable for our University.

Has the INNOTAL project facilitated the promotion and the acceptance of a more student-centred approach to teaching and learning at our University?

8 responses
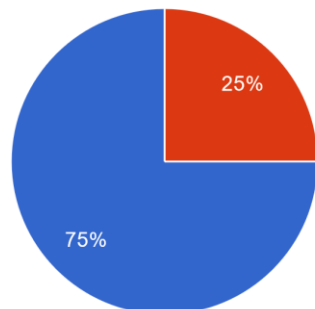
- ● Yes, it gave impetus to such an approach where it was not sufficiently accepted at our university before
- ● Yes, it supported already existing efforts to promote student-centred approaches
- ● No, the INNOTAL project did not help much
- ● We are not ready to modify the existing teaching and learning processes unl...

Would you support future efforts to promote even more student participation in University research and innovation projects, if these projects also involve external stakeholders?

8 responses
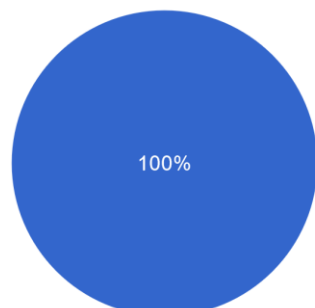
- ● Yes, such efforts would be very beneficial
- ● This policy would be very positive but is not really viable. Our students do not have the necessary capacity to engag...
- ● This policy would be very positive but is not really viable. Business, the public sector and the non-profit sector will n...
- ● Students should focus on learning and compulsory internships. Research a...

In the future, will the INNOTAL project results be sustainable and will they continue to help the University improve the employability of our graduates and our cooperation with business?
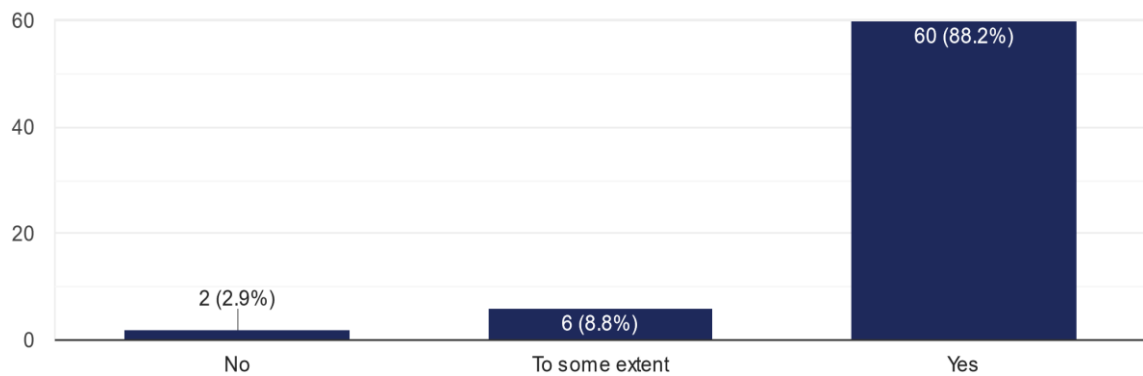
8 responses
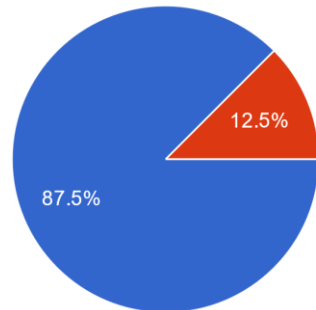
- Yes, the project brought new ideas and created brand new initiatives that are likely to be sustainable
- Yes, the project supported already existing efforts and brought some improvements in existing policies tha…
- The results will be somewhat useful, but we still have limited capacity to carry out such activities
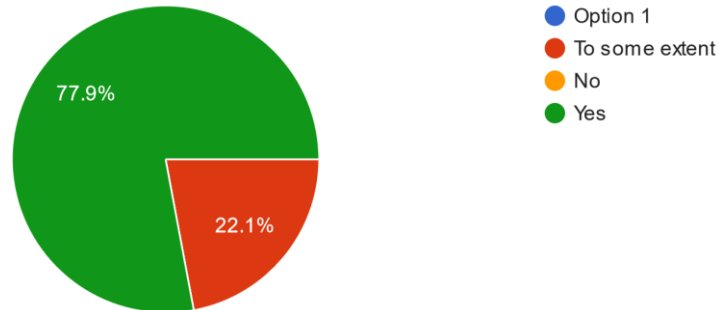- No

Responses from Students

Do you think the INNOTAL project and the Talent Co-Creation Lab have been important and useful initiatives for students at this university?
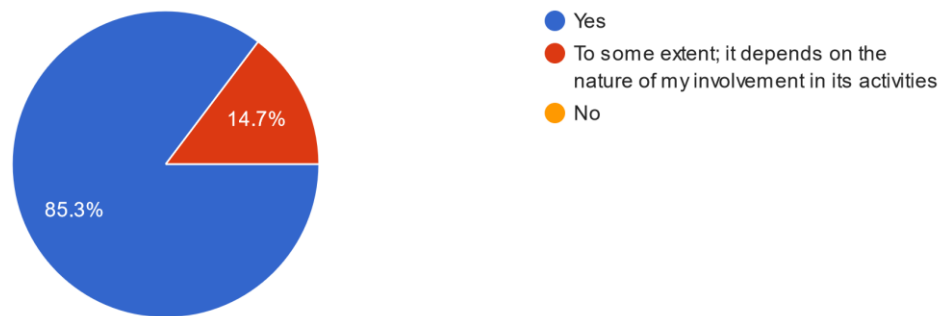
68 responses

Did the INNOTAL project and the Talent Co-Creation Lab give you an opportunity to improve your employability or learning?
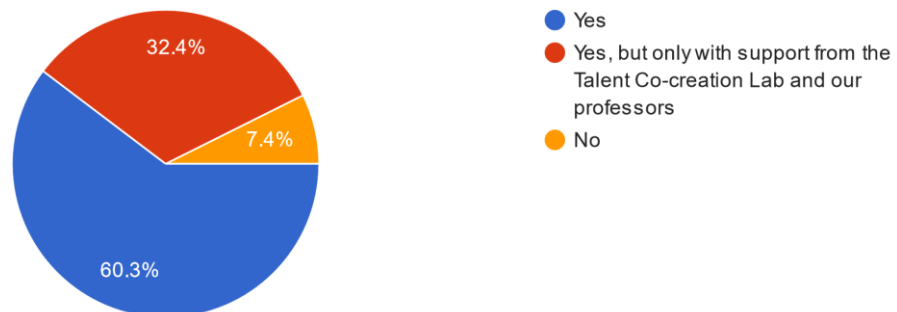
68 responses

- ● Option 1
- ● To some extent
- ● No
- ● Yes

77.9%

22.1%

Do you think that the INNOTAL Talent Co-creation Lab can be useful for you?

68 responses

- ● Yes
- ● To some extent; it depends on the nature of my involvement in its activities
- ● No

14.7%

85.3%

Do you feel confident and prepared to become involved in an innovation or research project?

68 responses

- ● Yes
- ● Yes, but only with support from the Talent Co-creation Lab and our professors
- ● No

32.4%

7.4%

60.3%

This project has been funded with support from the European Commission. This publication reflects the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

Do you feel confident and prepared to accept challenging tasks related to research and innovation projects proposed by employer organizations?

68 responses

- ● Yes
- ● Yes, but only with support from the Talent Co-creation Lab and our professors
- ● No
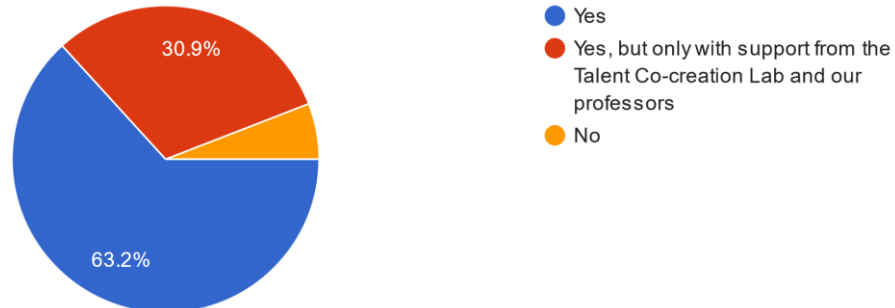
Did INNOTAL project activities make you more confident and prepared to cooperate with employers and to accept challenging tasks related to research and innovation projects?
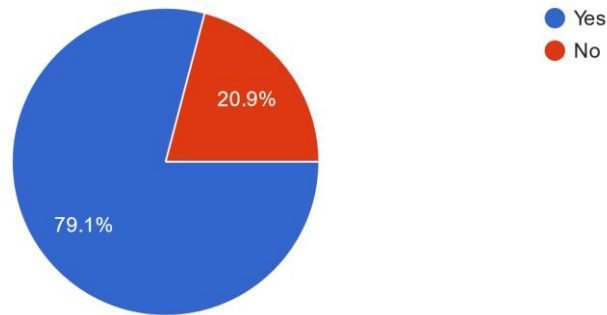
66 responses

- ● Yes
- ● The Talent Co-creation Lab specifically has been (or will be) helpful in this respect
- ● No
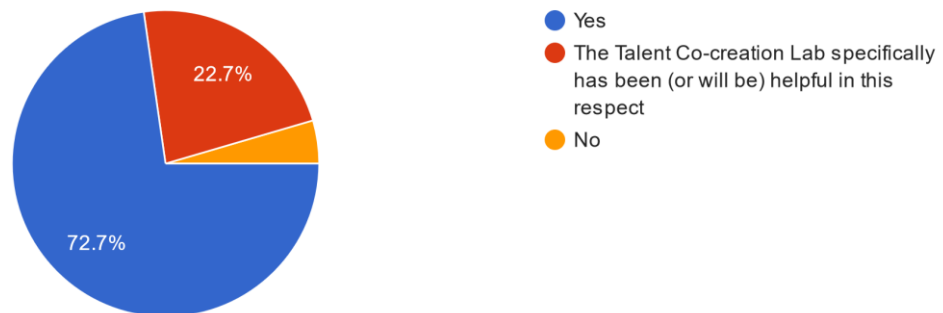
Do you think that volunteering and community work could improve your skills and employability?

66 responses

- ● Yes
- ● Only to a limited extent
- ● No
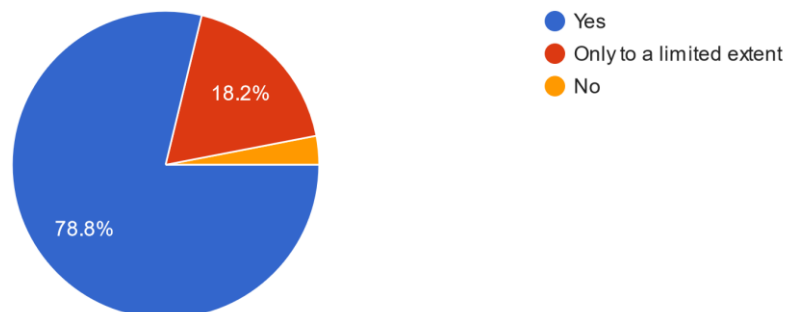
Would you get engaged in volunteering activities?
67 responses

- ● Yes
- ● No

20.9%
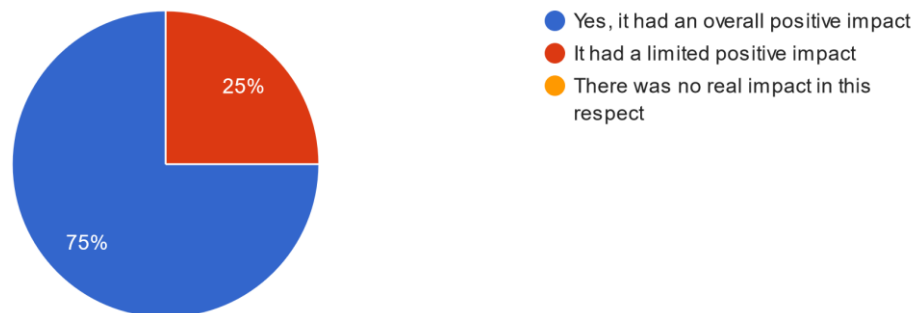
79.1%

Responses from Faculty Members

Do you think that the INNOTAL project activities have contributed to the strategic plans, ability and capacity of our University to guarantee the employability of our graduates?
12 responses

33.3%

66.7%

- ● Yes, it gave impetus to new initiatives that did not exist before, and resulted in a coherent strategy
- ● Yes, it supported and strengthened already existing initiatives and improved the existing strategy
- ● This project had no relevant impact in this respect

Do you think the INNOTAL project raised awareness and increased the understanding and the willingness of the University to cooperate with ext...talent and in the design and delivery of education?
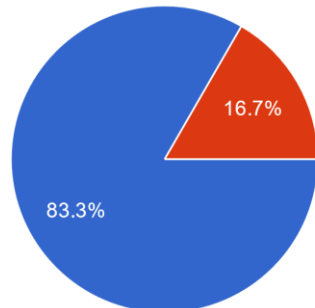12 responses

25%

75%

- ● Yes, it had an overall positive impact
- ● It had a limited positive impact
- ● There was no real impact in this respect

Do you yourself think that involving external stakeholders more actively in the design, delivery and evaluation of study programs and courses or in the...ent talent would be beneficial for your students?
12 responses

- Yes, it would make sure they are better prepared for work and it is worth some additional efforts
- Yes, but it would disrupt the teaching process and should not be overdone
- Yes, but only if there are clear rules and limits to external involvement, so that…
- No, it would reduce academic freedom
- No, it would disrupt the teaching process

Would you be willing to contribute to future University efforts to increase the employability of students and to improve the development of their talent?
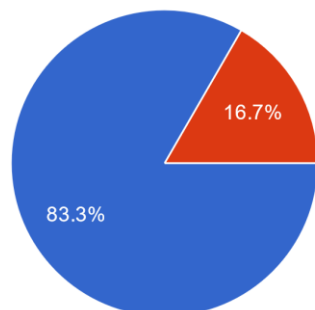12 responses
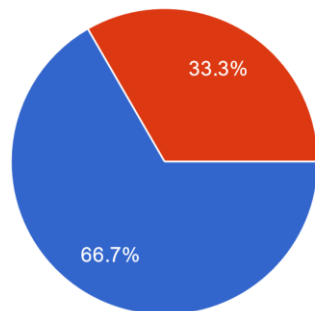
- Yes
- Yes, but only if my workload is not significantly increased
- Yes, but only if these efforts count toward my attestation at the university
- I would like to see what exactly these efforts will entail before I get involved myself
- No

Did the INNOTAL project events or results increase your motivation, willingness or ability to contribute to the University's employability strategy?
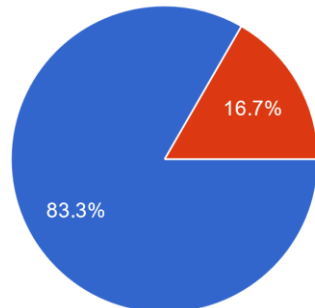12 responses

- Yes
- To some extent
- No

Do you support the INNOTAL project's proposed strategy to embed employability across all institutional activities (curriculum, teaching, research & innovation)?
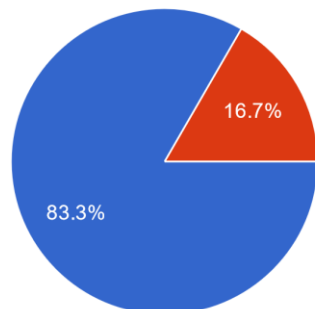
12 responses

- ● Yes
- ● I think the strategy is a good one but I am not yet entirely clear what its concrete implications will be
- ● I do not support this strategy

16.7%

83.3%

Do you think that the implementation of the above strategy will impact you and your job positively?

12 responses

- ● Yes, it will have a positive impact
- ● It could have some limited positive impact
- ● No, it could actually impact me negatively

16.7%

83.3%

Has the INNOTAL project motivated you or helped you to introduce a more student-centred approach in your teaching?
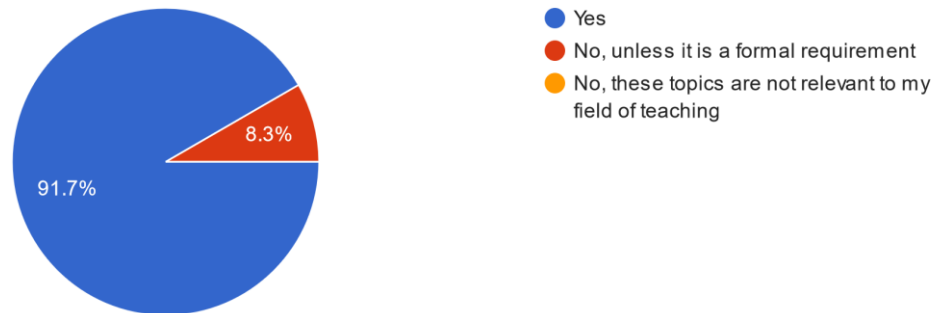
12 responses
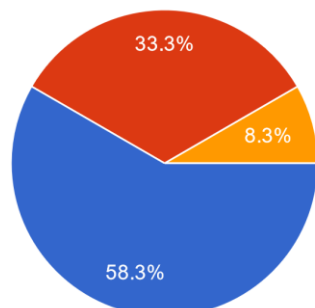
- ● Yes
- ● Yes, but to do this, I still need more university support
- ● Only to the extent that it does not significantly increase my workload
- ● It was not necessary because I had already adopted such an approach
- ● No, such an approach would disrupt the teaching process

33.3%

8.3%

58.3%

Would you be willing to design and deliver innovation and entrepreneurship training in the future?
12 responses

- Yes
- No, unless it is a formal requirement
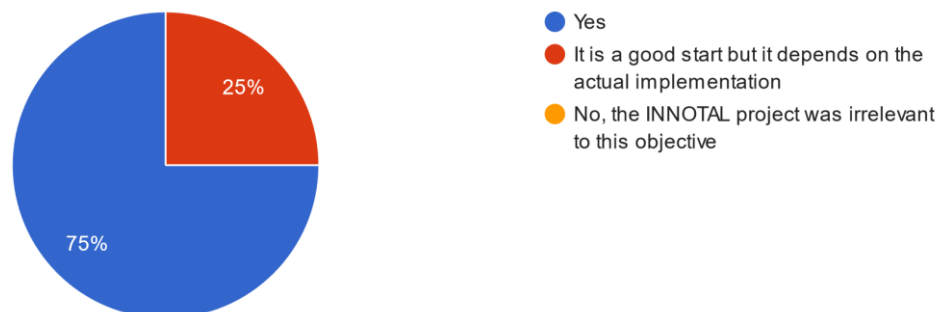- No, these topics are not relevant to my field of teaching

91.7%
8.3%

Will the results of the INNOTAL project help you design and deliver innovation and entrepreneurship training in the future?
12 responses
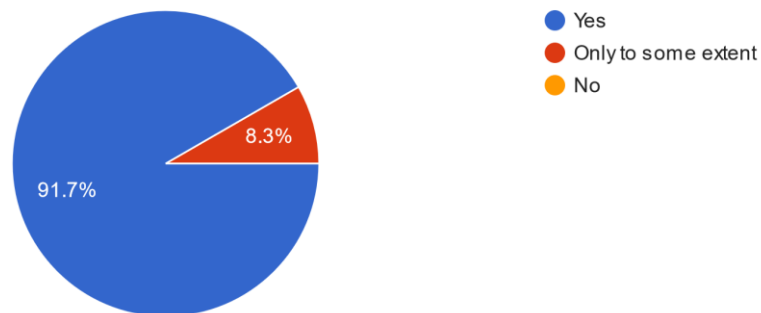
- Yes
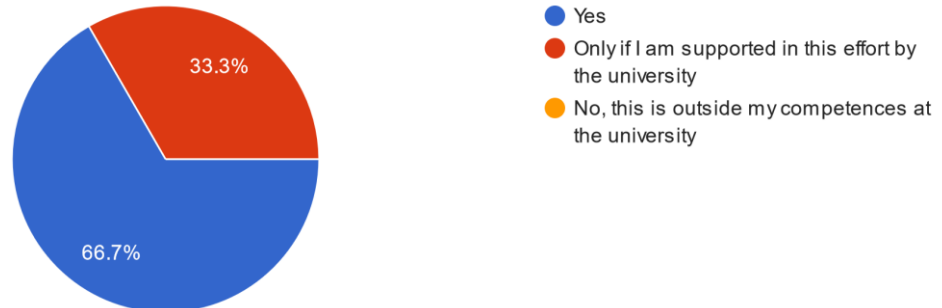- Only to some extent
- No

91.7%
8.3%

Do you think the results of the INNOTAL project, and in particular the Talent Co-Creation Lab, would strengthen student employability and innova...nts get better exposure to external stakeholders?
12 responses

- Yes
- It is a good start but it depends on the actual implementation
- No, the INNOTAL project was irrelevant to this objective

25%
75%

Would you be willing to organize and facilitate the involvement of your students in live innovation projects and in other forms of collaboration with external stakeholders?

12 responses

- ● Yes
- ● Only if I am supported in this effort by the university
- ● No, this is outside my competences at the university

Did the INNOTAL project activities and the Talent Co-Creation Lab make you more motivated and prepared to involve students in live innovation pro... forms of collaboration with external stakeholders?

11 responses
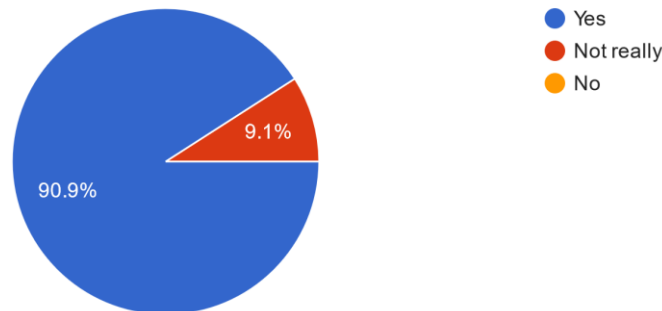
- ● Yes
- ● Not really
- ● No

Do you think the results of the INNOTAL project, and in particular the Talent Co-Creation Lab, would make it possible to introduce more innovative teaching methods in your own teaching?

12 responses

- ● Yes
- ● No, the INNOTAL project and its results were irrelevant to my teachers
- ● The INNOTAL project provided some new tools but the overall impact is limited