



MINISTRY OF HIGHER EDUCATION

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THE IMPACT OF GLOBAL TRANSFORMATION: Are you still relevant?

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Shaping Minds, Building Leadership



DISCUSSION POINTS



1. What does it mean to be relevant
2. What does the Malaysian Community wants from you?
3. The ASEAN Higher Education scenario
4. Globalization and the Issues
5. The Realities
6. Recommendations



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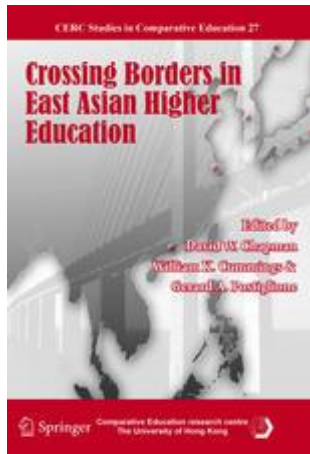


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What does it mean to be relevant



Relevant indicators: Graduates

1. Graduates are highly sorted after by industries
2. Graduates forms nation's knowledge workforce and moves the society and economy.
3. Graduates are accepted and perform in international universities.
4. Graduates works in the international and multinational corporations
5. Graduates lead industries and communities.

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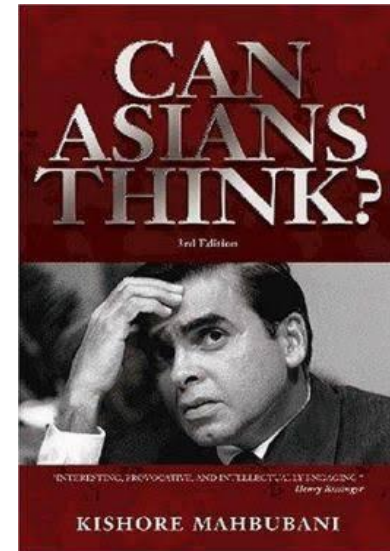
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What does it mean to be relevant

Relevant Indicators: Academics

1. Are the academics cited?
2. Are the academics getting research funds from the industries and the government?
3. Are the academics referred: National and International?
4. Are the academics consulted by the industries?
5. Are the academics becoming public intellectuals?
6. Are the academics collaborating regionally and internationally in teaching, research and professional practices?
7. Are the academic's research outcome, solving problems and provides new opportunities?
8. Are academics providing top class curriculum?
9. How many star professors/lecturers as far as students are concern?
10. Are academics shaping social, economics and development policies?



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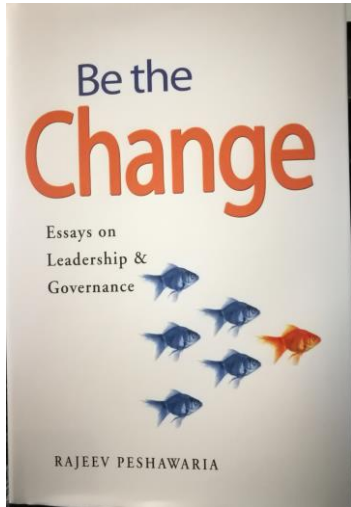


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What does it mean to be relevant



Relevant Indicators: Institutions

1. Clarity of purpose and values? Are you delivering your public purpose?
2. Are you delivering a top class learning program for students
3. Provides conducive environment for academic growth.
4. Do the international star scholars comes to the university to collaborate?
5. Is your university academically autonomous?
6. Are you collecting any endowment/waqf?
7. Are your local community benefiting from your presence?
 - Community Innovation
 - Knowledge driven services

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Voices of the Malaysian Community (Never under-estimate them!)



You will only be relevant when....

(community survey 2014 PSPTN Review)



1. **Lead Knowledge to Empowering the Community**
2. **Education for All: Inclusive and Equitable Opportunities for Quality Higher Education.**
3. **Strengthen National Cohesion** through Higher Education;
4. **Malaysian Higher Education: Strength through Diversity**
5. **Foster Collaboration** for Excellence;
6. **Nurture Talent: Learning Experience** for Continued Excellence
7. **Internationalization: Progressive International Impact;**
8. **Higher Education that Leads Economic Revitalization;**
9. **Higher Education for Inclusive and Sustainable Development**
10. **Research and Innovation for humanity and inclusive growth;**
11. **HE as an instrument for soft power in conflict resolution.**
12. **IHL Governance: Empowered and Transparence**

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From the parents and students



You will only be relevant when....

(community survey 2014 PSPTN Review)



1. Quality of the learning curriculum that describes student's learning.
2. Human Values are nurtured and shaped through Higher Education
3. Develop student's talent potential for the world of works.
4. Innovative learning approaches
5. International exposure and students experience

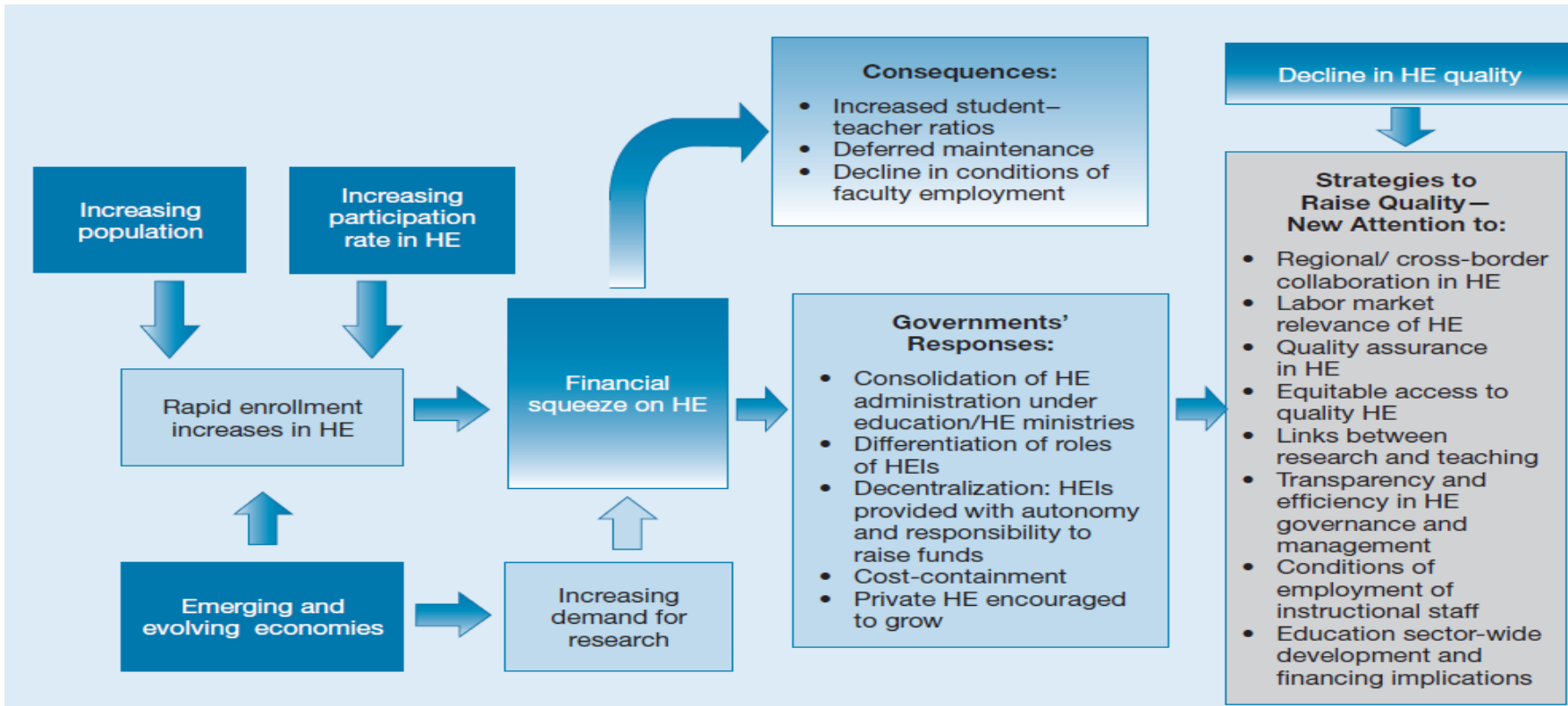
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Region: Salient Characteristics

Countries	Salient Characteristics
Cambodia Vietnam Laos	<ul style="list-style-type: none"> • Lower and Middle Income • HE focus on system expansion • Increase enrolment • Infrastructure development
Indonesia Malaysia Thailand Philippine	<ul style="list-style-type: none"> • Middle income countries with well established and growing HE system • Focus on quality improvement and international recognition
Hong Kong Singapore	<ul style="list-style-type: none"> • Small, high income economies with mature, highly respected higher education



The Scenario





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Globalization and the apparent outcomes

1. PULL FACTOR

- Tradable Service
- University as a Leader
- Internationalized

2. CHALLENGES

- Academic versus Managerial
- Social Enterprise versus Private Enterprise
- State versus Corporate (Flexibility & Agility)
- Internationalization versus Globalization
- Quantity versus Quality

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Globalization and Emerging Issues

1. GLOBAL RANKING

- Commercial league table
- Performance & Comparison
- Intensified Research Spending
- Status as important as knowledge

2. ON-LINE COURSES

- High quality content from top Universities.
- Cross border
- Forms substitute for conventional degree program or supplement within them to reduce teaching cost.

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Globalization and Emerging Issues

3. REGIONALIZATION

- Increases regional collaboration.
- Conscious strategic response to Anglo-American imperial domination
- Regional convergence & identity
- The drive for new narrative that focus on common regional needs, that is based on values and wisdom
- East Asia region becomes the third great global zone for research and HE, after US and Europe

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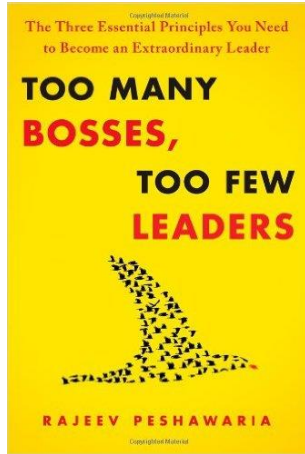


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The Critical Success Factor...Leadership

1. Visionary, Inclusive, Transformative Leadership
2. Innovative Human Resource
3. Autonomy, & Governance Regulatory Reform
4. Creative Financial Model
5. Strategic Communication & Advocacy
6. Continuous Effective Monitoring and Enhancement

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The Realities

1. GLOBAL ENROLMENT

- Student Enrolment by 2025 : 262 million, up from 178 million in 2010 (Goddard 2012)
- Average growth: 30% from China and 26% from India (UNESCO 2012)
- Further growth from MENA Countries

2. GLOBAL GROWTH ON HE

- Forecasted growth proportional to 6.9 billion global population to 7.6 billion in 2020
- OECD forecasted Higher Education boom in developing & emerging countries.

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The Realities

3. GLOBAL EXPECTATIONS ON HE

- Country's economic competitiveness hinges on ability to produce good graduates.
- Post graduates are highly valuable assets.
- USA projected 2.5 million jobs in US requires advanced degrees in 2018
- New Regions Driving Global Competition in Research (China, South Korea, Singapore, India, Brazil etc)

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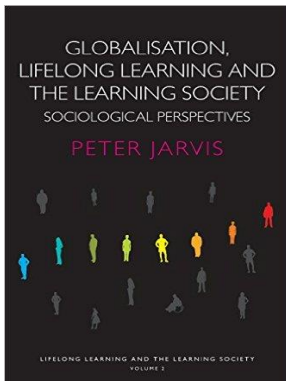


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The Realities



4. GLOBAL TRENDS ON HE

- Number of “non-traditional” students continue to grow. An emerging trend among knowledge based economy and society.
- Number of returning graduates to HE is increasing. Driven by “career change” or laying off.
- Graduate programs of Asian, Latin America and Middle East are gaining recognition from global students.
- International graduate programmes are gaining reputation among renowned graduate schools.

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The Realities

5. GLOBAL FORCES ON HE

- Future of HE is no longer shaped by Nationalism but by the forces of Globalization.
- Globalization intensifies competition and collaboration
- Globalization intensifies students mobility.
- Transformed business of HE: Operating from traditional function to an international ecosystem

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Globalization and Higher Education in the Global Competitiveness Index

Global Competitiveness Index 2015-2016

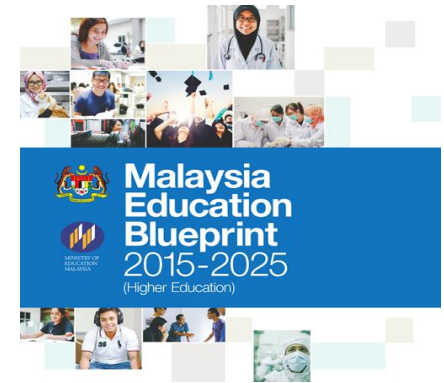
Fifth pillar:

Higher education and training Quality higher education and training is crucial for economies that want to move up the value chain beyond simple production processes and products. In particular, **today's globalizing economy requires countries to nurture pools of well-educated workers who are able to perform complex tasks and adapt rapidly to their changing environment and the evolving needs of the production system.** This pillar measures secondary and tertiary enrollment rates as well as the quality of education as evaluated by business leaders. The extent of staff training is also taken into consideration because of **the importance of vocational and continuous on-the-job training—which is neglected in many economies**—for ensuring a constant upgrading of workers' skills.

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The Higher Education system

1. Malaysia's HE must embark on **democratizing knowledge to empower the community** in order to stay competitive. (Average 70% population posses tertiary degrees in advanced countries)
2. Measure of impact is not access to HE, but **“access with success”**.
3. Malaysia's HE must account **regionalization** in shaping its internationalization agenda.
4. Global Competition among stakeholders (industries) will force the **intensification of the role of Malaysian HE contribution to industries.**





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Recommendations

5. Global student's mobility increases and therefore demands an **internationalized HE system**.
6. University's community of academics, scholars and researchers are operating in **international ecosystem**: Emphasis on English as the mode of scientific communication.
7. Malaysian HE must embark on **intense International collaboration and cooperation**.
8. **Indigenous knowledge and wisdom** enhance national influence in the regionalization and internationalization of HE. This creates **differentiation**.



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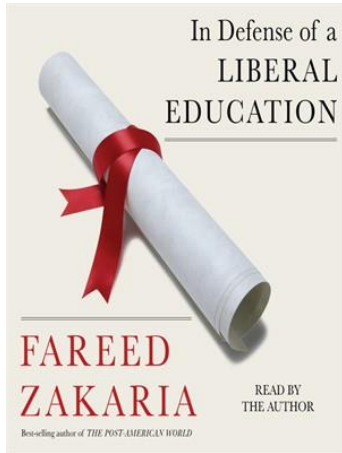
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Recommendations

For the Students

1. Curricula must not only emphasize **knowledge but also provide cognitive models of how to live in a networked world**, where continuous learning incorporating scientific and designed thinking formed the basis of value adding.
2. Specialization within curriculum should also be followed with **addressing profound global challenges such as civil society, cultural conflicts and environmental awareness**.
3. Malaysia needs both **specialists trained in science and technical profession along with a broad based individuals as leaders**.



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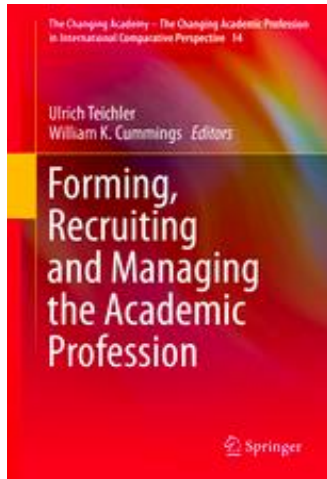
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Recommendations

The Academic Profession



1. Demand for HE is strong, but getting highly qualified academic is a challenge: **Continuous effort on developing the academics**
2. Academic talent mobility is incentivized by variations of salaries between countries: **Collaborate for mutual advantage; An ecosystem allowing the shaping, nurturing and building of passion and creation.**
1. Brain migration deprive developing and least developing countries of talents needed to enhance their young institutions :

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Within our Organization, 3 must asked questions, if you want to remain relevant:



- 1. Organizational Direction:** Do we have a compelling vision, mission and differentiated strategy that all our people fully understand and accept?
- 2. Organizational Structure:** Do we have the right people, processes and organizational structure to achieve our aspirations? (Quality of talents, supporting system & processes, roles & responsibilities, resource allocation, design & structure)
- 3. Organizational Culture:** Do we have an organizational-wide culture that helps us grow profitably and ethically? (Philosophy, compensation & rewards, leadership, short & long term focus, learning & renewal)



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Recommendation for Everyone

Be clear of your Roles and Functions



“Don't worry about being successful but work toward being significant and the success will naturally follow.”

- Oprah Winfrey



Rajeev Peshawaria –Too Many Bosses, Too Few Leaders,
Simon & Schuster -Free Press 2011

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THANK YOU