

Kingston University

Creating and realising life-changing
opportunities

Learning, Doing, Achieving!

Ronald Tuninga,
PVC Enterprise and Dean Faculty of Business and Law
Kingston University

12 September, 2016

Innovative, Diversity, Life-changing, Employability and Entrepreneurial

Entrepreneurial and Innovative – KU has created more start-up companies, in the last 6 years, than any other UK university. Kingston Business School holds **prestigious Small Business Charter Award**. Ian McNaught, executive director of the Small Business Charter, "KBS continue to positively influence regional economic growth through engaging small businesses and supporting start-ups."

Life-changing – Diverse and first-generation students. The Kingston "Big Read" is an innovative effort to create a community of diverse students.

Employability – to ensure students obtain graduate employment and return on their investment

Kingston University

- Top 150 of youngest universities in the world (Times Higher Education, 2016) Kingston University was established in 1992.
- Member of the University Alliance – Group of leading universities in the UK encouraging entrepreneurial learning and research
- Approximately 20,000 students in five faculties (Kingston School of Arts, School of Engineering and Computing, Faculty of Health Care, Social Work and Education, Business and Law, Humanities and Social Science) on four campuses in Royal Borough of Kingston(London).
- Number one UK university for start-ups in the last 6 years.
- Small Business Charter Silver Award

Faculty of Business and Law

- Faculty of Business and Law offers undergraduate, postgraduate and research degrees to students in business and law in a state-of-the-art building.
- Approximately 3000 students in business and Law. 2200 undergraduate students and 800 graduate and research students.
- Two Schools:
 - Kingston Business School
 - Kingston Law School

Vision, Mission and Values

VISION: Innovative, Entrepreneurial and Life-changing

- To be recognised globally for an innovative and entrepreneurial approach to education and research, creating and realising life-changing opportunities.

MISSION: Led by Research-Informed Learning

- To create the best possible environment for staff and students, diverse and inclusive, led by learning, entrepreneurial, and research-informed.

VALUES: Excellence in Staff and Student Experience

- We value excellence in staff and student experience, learning and research.
- We value innovation, creativity and entrepreneurial thinking in the generation and implementation of ideas.
- We value respect, diversity, collegiality, teamwork and responsibility.

Innovation in Education

Innovation in Education (Teaching and Learning)

- Innovative 3-year Undergraduate Programmes which focus on employability, engagement, and entrepreneurial learning.
- Innovative post-graduate and MBA programmes
- Our innovative undergraduate programmes include for the first time in the UK business readiness and professional experience within a regular 3 year degree. Business experience options are: placements/internships, entrepreneurship/start-up placements, research placements and study or work abroad.
- Business games are an important part of the teaching and learning

Innovation in Research

Innovation in Research

- Small Business Research Centre (cooperates with many international partners)
- Global Entrepreneurship Development Centre (in cooperation with Zhejiang University (China), Robert Gordon University (Scotland), Turku University (Finland), St Gallen (Switzerland), University of North Carolina Charlotte Belk School of Management, EGADE Tec de Monterrey (Mexico), EAFIT University (Columbia), University de Chile (Chile), Universidad del Desarrollo (Chile), INCAE Business School (Costa Rica), Linnaeus University (Sweden), Tel Hai University (Israel), Makerere University (Uganda)).
- Other research areas of strength are Marketing, IB, HR, Organisational Psychology, Supply Chain Management and Environmental and Business Law.

International Cooperation and Activities

Some examples:

- International cooperation for research, PG and UG education with:
 - Zhejiang University
 - Boston University (Dual Master Degree in 18 months)
 - Turku School of Economics
 - Babson University
 - University of North Carolina – Charlotte, Belk College of Business
 - Robert Gordon University
 - AACSB accredited business schools in South America, South Africa, India, China and Australia
- International renowned (top in the world) visiting scholars giving guest lectures
- Summer schools in London with students from all over the world

Faculty of Business and Law Reputation

- MBA ranked number 1 in Russia. Top 50 in Europe
- International Accreditations – AACSB, AMBA and EFMD (only 73 business schools in the world hold triple accreditation, 22 in the UK)
- Most faculty members hold teaching qualifications
Innovative pedagogy (teaching, learning and assessment)
- World-renowned Small Business Research Center
- Excellent student orientation of everyone in the FBL:
Faculty and Support staff.

Employability

What: Preparing graduates for the future; for a constantly changing global labour market and a constantly changing society

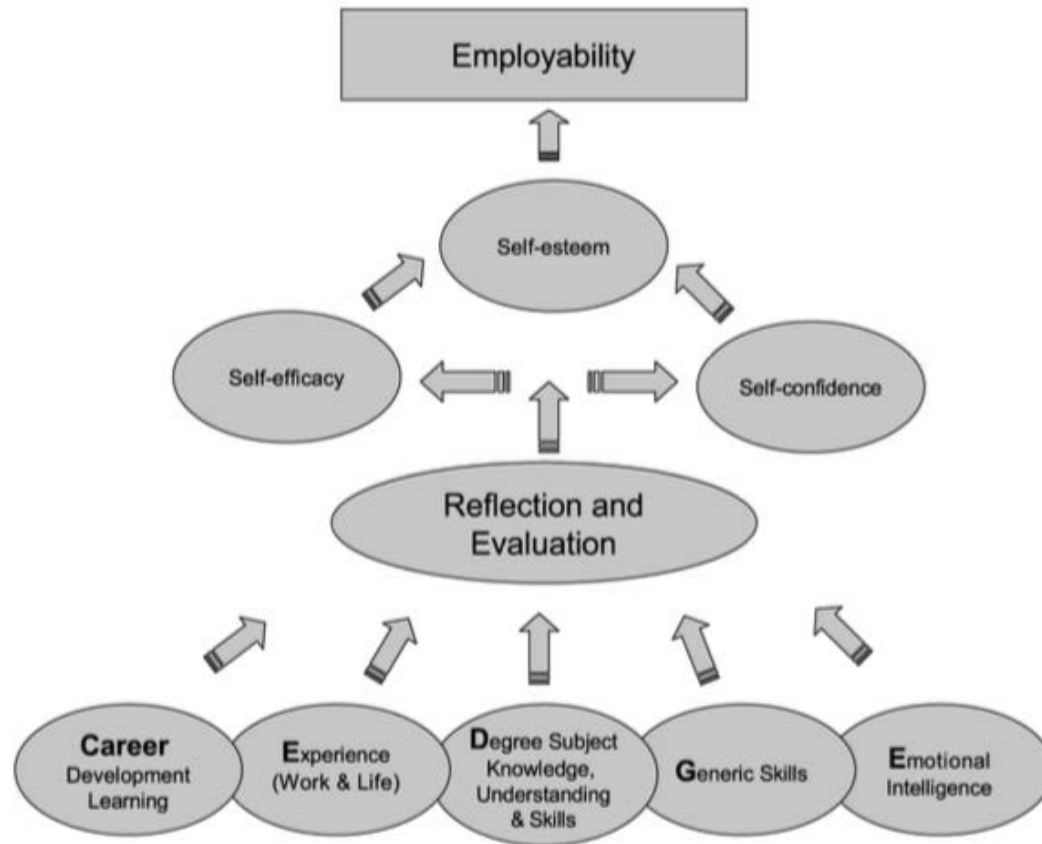
Why: The needs for skills, knowledge, attributes and values that enable them to be successful and able to deal with changing circumstances

What do Employers want:

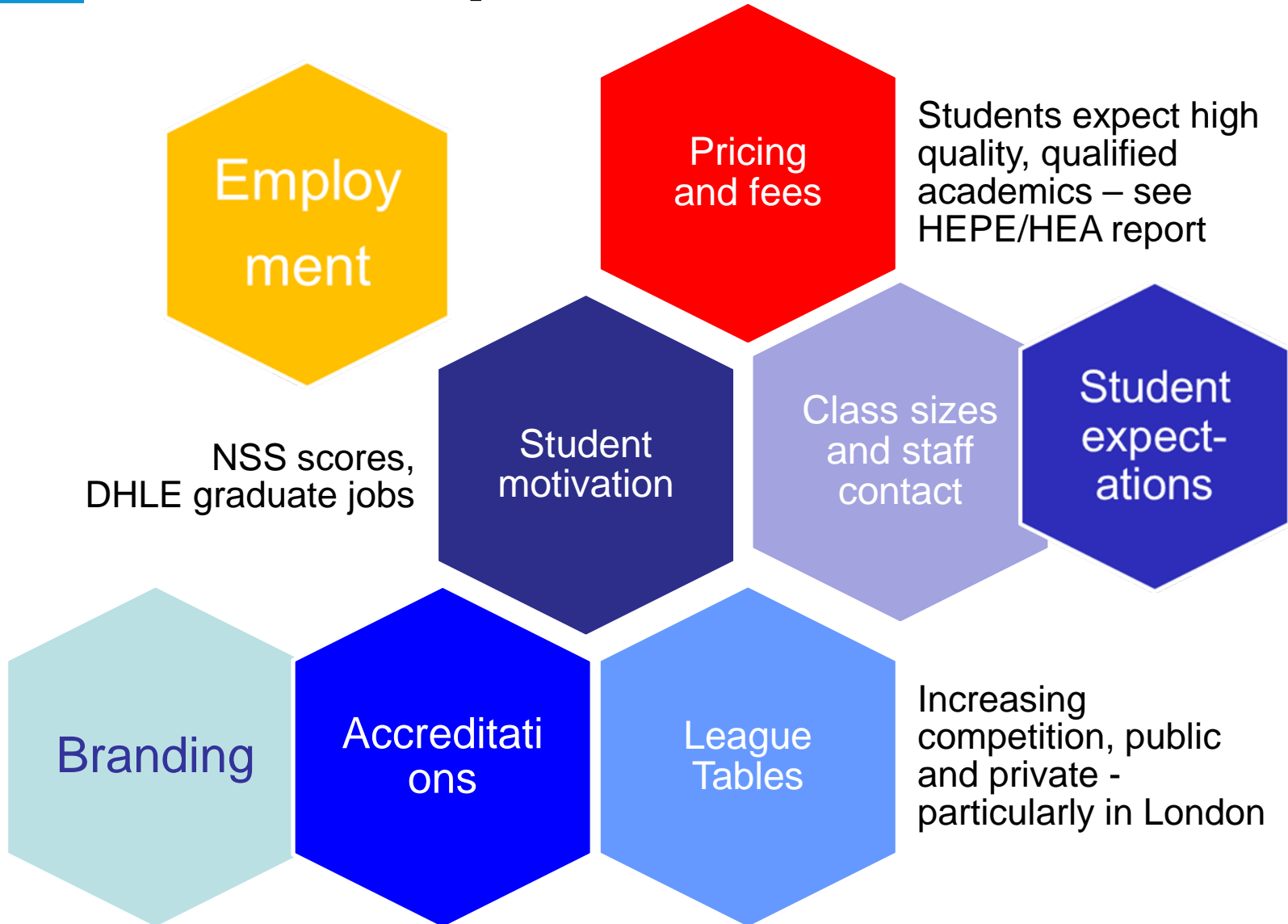
Highfliers Times Top 100 Recruiters: half of the recruiters surveyed said graduates without work experience are unlikely to be successful during selection process.

EU Report: 87% rated work experience and team work as the highest skill

Key to Employability



Context - Increased expectations and competition



The aim is:

100% graduate employment
and
100% employability

The key issues?

- Placements shown to improve grades and increase employability BUT
- Students do not want to take an extra year to complete their degree.

A conversation with the owner of



A conversation with the VC

A conversation with Employers and the Advisory Board

A conversation with Students and Alumni

A decision by the Faculty Management Group



A task force run by our Associate Dean Education,
Stephanie Morgan

Commitment of the Faculty Academic and Support staff



IDEA

A Professional Experience for Every Student

Life-changing opportunities

**INTEGRATED PLACEMENTS
AND INTERNSHIPS**

Professional Experience in Business and Law

PROGRAMME SCHEDULES:

■ Law

■ Business



Alternatives

- Research Experience – will be a work style placement but in a research environment, still meets the requirements – will be paid where funding permits, expenses covered – a research office will be set up in the Business School.
- International Experience (Study abroad)– students will be on this for only one term, will take a short internship for the remainder (which may be in our research office).
- Entrepreneurship – students will work setting up the business, fully supported by KU Enterprise and the Kingston Nest and an office manager.

Employability for Life

WE AIM TO ENSURE THAT OUR STUDENTS
WILL BE PROFICIENT IN SKILLS INCLUDING:



Professional
workplace
communication
and etiquette



Selling and
negotiation



Time and learning
management



Specialist skills



Literacy,
numeracy and
communication



Self-management,
planning and
organising

Do you want to be work ready?

**BUSINESS AND
PROFESSIONAL READINESS**

Business and Professional Readiness

✔ Managing your time with confidence

✔ Recording your progress to interest placement and internship organisations



✔ Developing your leadership style

✔ Using Microsoft Office to advanced level

✔ Becoming a confident professional through presentation and communication techniques



✔ Improving your written and numerical presentation skills

✔ How to conduct yourself at work

✔ Building a strong professional network to help progress your development and career

✔ Working in and managing teams

✔ Planning, organising and implementing



✔ Negotiation and mediation skills

✔ Understanding businesses and organisations

✔ The role of research and other information to support decisions

✔ Understanding and developing your personality

Business Readiness

- Integrating 22 days of 'Business Readiness' support in first 4 terms
- Full range of skills training, 3 hours every week, after initial induction immersion - linked to the modules as explicitly as possible during the first 18 months.
- Include specialist skills for specific programmes (e.g. Sage for Accounting).
- Regular progress tests, online resources, and online portfolio.
- Including job search skills, networking, interview techniques etc.

Some Conclusions

- Innovation in curriculum and the way of delivering programmes is more needed than ever before.
- Combining employability and creating innovative programmes will not be easy.
- Employability is an important issue for Higher Education to deal with and will even become more important as tuition fees increase worldwide.



Invented the iPod, iPhone,
and iPad

Kingston
Business
School

Invented the **Three Year
Academic Business and Law
Programmes with
Professional Experience and
Business Readiness**