

St Clements Education Group E-Magazine

ANCHOR

Volume 5, Number 1

February 2014

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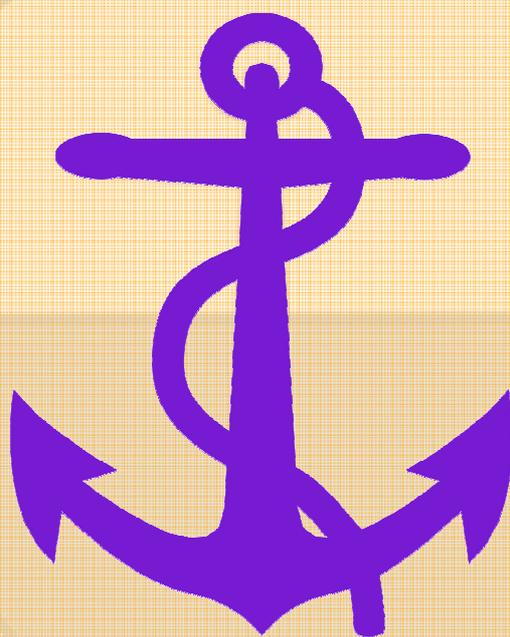
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***ANCHOR* is the official magazine of the St Clements Education Group**

St Clements Institute (Cambodia) www.stclements.edu.kh

St Clements Private Swiss University (Switzerland) www.scusuisse.ch

St Clements University College (Liberia) www.stclements.edu/Liberia

St Clements University Higher Education School (Niue) www.stclements.edu.nu

St Clements University (Somalia) www.stclements.edu/Somalia

St Clements University (T&C) www.stclements.edu

ANCHOR Published by:

St Clements University

Registered Office:

2nd Floor Yellowman & Sons Building,

Off Old Airport Road, Grand Turk

TURKS & CAICOS Islands - British West Indies

Reg. No. E 14905

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Editorial:

Welcome to 2014. This year St Clements Education Group will be 19 years old. It has grown from a single registered university corporation to a multi-school group with two campus schools and three largely open learning schools.

Relationships have been developed with a range of professional qualification awarding bodies which recognised our degrees and other education institutions who will accept our degrees for further studies. The slogan for our two campus schools is 'Your Local International University (Institute)' and this is what we try to achieve.

'Anchor' 2014 Publishing Plans

In 2013 we struggled to publish our four editions of 'Anchor' – to help make them more evenly spaced the following publishing dates have been set:

- 1st edition – 21st February
- 2nd edition – 16th May
- 3rd edition – 15th August
- 4th edition – 21st November

Please plan how your school or organisation can send in an article (plenty of pictures) each quarter. The Editor needs to receive them early February, May, August and November. Let us make the 2014 editions of 'Anchor' the best so far.

Proposed 2014 Graduation Convocations

The date for the **2014 Singapore Graduation Convocation** has been set for the first weekend in November (Saturday the 1st and Sunday the 2nd of November). This will be the eighth St Clements University Convocation held in Singapore. The date for the **Republic of South Africa Graduation Convocation** has been set for the last weekend of November (Friday the 28th, Saturday the 29th and Sunday the 30th of November).

If you have not formally graduated from a St Clements Education Group school you can attend either of these events to graduate at. Plan your 2014 travel to be in Singapore or RSA to experience the Convocation.

What is a Ph.D?

There appears to be three rival basic definitions of what a Doctor of Philosophy degree is:

1. It is a generic name for any Doctorate program or terminal degree program a school runs.
2. It is an "academic apprenticeship" designed for future faculty members to go through before they become full time academic staff. The writing of their dissertation is almost incidental to them serving the apprenticeship to become a future faculty member.
3. A program about writing a dissertation which shows original thinking on a subject area.

Obviously St Clements University follows Option 3.

St Clements Education Group and MOOC's

One of the major challenges of our times and effecting all tertiary education institutions are MOOC's (Massive Open Online Courses). Over the past 24 months, the Academic Council News Report has had numerous articles on them to try and keep Councillors informed about them. While it is difficult to see how the main MOOC providers – Coursera, edX and Udacity – can make money from their operation, they will affect how tertiary students are taught. Education organisations who learn to use MOOC's and gain financial rewards from them, will be the growth education institutions of the 21st century and those who do not will find it harder and harder to compete. The challenge for the St Clements Education Group is to work out ways of being one of the organisations that benefit from MOOC's.

The Foundation Class of St Clements Institute Bachelor Students

The first class of 40+ Bachelor students have started their studies at St Clements Institute. One of the problems in Cambodia is some schools are offering big classes, lecturing hundreds of students at very cheap fees. While lectures in UK universities involve hundreds of students, the real learning is in the far smaller tutorials. The Cambodian universities do not offer tutorials. It is St Clements Institute's challenge to demonstrate with these 40+ Foundation students, the quality of St Clements Institute's education.

Graduation Convocation Pretoria, South Africa November 2013

Graduations and Convocations are a great time of celebration for the Radah Academy, students, their families and friends. St Clements Private Swiss University Switzerland honoured students from the Radah Academy who had received their degrees at the graduation ceremony which took place on Friday 27 November 2013 in Pretoria. A total of seven PhD; one Doctor of Letters and two Masters Degrees were awarded during this ceremony.

Attending the occasion were Mr Chris Brand – Chancellor Radah Academy and Ministries; Prof Dr Connie Brand – Professor of Theology St Clements Private Swiss University Switzerland, and President and Founder of Radah Academy and Ministries; Prof Dr Johan Potgieter – St Clements Private Swiss University, Switzerland, South African representative; Pierre Jean Marais van Niekerk – Directory Training Consultants; Prof Dr Gerrit Horn, Faculty Head of Religious Studies, St Clements Private University and various board members of the Radah Academy.

The guests were treated to a five course meal at a formal dinner.

The following students received their degrees at the ceremony:

Philosophiae Doctor

Leandri Black
Susanna Langeveldt
Pieter Willem Malan
Hendrik Petrus Nagel
Elizabeth Nel
Ursula Steyn
Marilize van der Walt

Masters Degrees

Magnus Arendt
Ronell van der Walt

Doctor of Letters

Prof Dr Genl Joaquim Manjate

The Collin Le Cornu Golden Award

The Collin Le Cornu Golden Award was awarded to Susanna Langeveldt honored for her outstanding academic performance and excellence in 2013.



Prof Dr Gerrit Horn, Mr Pierre Jean Marais van Niekerk,
Prof Dr Connie Brand and Prof Dr Johan Potgieter



Dr Susanna Langeveldt with her
Collin Le Cornu Golden Award



Prof Dr Connie Brand, Dr Susanna Langeveldt and
Prof Dr Johan Potgieter



Graduating Students of 2013

St Clements Institute - Cambodia Faculty Profile

Mr Chum Chamroeun



Head of the Department of Foundation Year

Mr Chum Chamroeun was born on 14th January 1983 in Khan Meanchey, Phnom Penh city. Mr Chamroeun holds a Masters degree in Business Administration, specialising in Human Resources Management, from the Cambodian Mekong University. He was assigned to be the Head of the Department of the Foundation Year since St Clements Institute (SCI) opened for students in early 2012 till 2013.

During this tenure he accomplished the following achievements:

Accreditation Committee of Cambodia (ACC): In response to the ACC's requirement, Mr Chamroeun prepared the curriculum for the Foundation Year. The curriculum was designed for 4 specialised fields: Bachelor of Hospitality & Tourism, Bachelor of Business Management, Bachelor of Management of Finance & Banking, and Bachelor of Information Technology (IT). With these he designed 10 subjects for the Foundation Year with Khmer Civilisation, Micro-economics, Computer for Office Application, English for Business I and II, Tourism and Eco-tourism, Philosophy, Mathematical Analysis, Sociology and Hospitality. After his great efforts the ACC recognised the curriculum for the Foundation Year on March 13th 2013.

The Ministry of Education, Youth and Sports (MoEYS): After receiving recognition from the ACC Mr Chamroeun submitted the curriculum and other relevant documents to the Ministry of Education, Youth and Sports. This request was for the creation of the Department of Foundation Year's initial batch of students (MoEYS's requirement) so that MoEYS recognised the creation of the department according to the letter No. 14 dated on July 10th 2013, signed by the Minister of MoEYS. Finally the right was awarded to recruit students from the academic year 2013-2014 onwards.

Achievements for the St Clements Institute (SCI): While Mr Chamroeun was head of the Department of the Foundation Year he led several tasks concerned with managing the duties related to the lecturers' recruitment and instruction of students at St Clement Institute, for the Foundation Year. He then also prepared the school curriculum for the Bachelor degree programs. Moreover, Mr Chamroeun compiled all of the lecturers' contracts with the lecturers for the Foundation Year. Furthermore, he

also spent his time preparing short-term, medium and long-term strategic plans for the Foundation Year to be submitted to the Accreditation Committee of Cambodia (ACC), based on their requirements. Mr Chamroeun then produced monthly, quarterly, semester and yearly action plans for submission to the deputy-director. He also kept the documents in order such as quarterly training tasks, semester and annual tasks/reports and time records for all lecturers. Mr Chamroeun also strengthened the discipline for all lecturers and students who are involved with SCI.

All of the planned activities he monitored and implemented were done very well. As a result he reported the information, progress and output to the deputy-director.

Communication and Interpersonal Skills:

Mr Chamroeun's communication and interpersonal skills helped accomplish positive results internally and externally for the SCI. Internally he got on well with the deputy-director and subordinator staff and externally he had a good relationship with the officials of the state Ministries, in particular the Ministry of Education, Youth & Sports.

St Clements University Higher Education School - Niue

Electrical Engineering Mechanical Engineering Civil Engineering Information Technology

These programs can be taught at four levels:

- Certificate in Electrical Engineering
- Certificate in Mechanical Engineering
- Certificate in Civil Engineering
- Certificate in Information Technology
- Diploma of Electrical Engineering
- Diploma of Mechanical Engineering
- Diploma of Civil Engineering
- Diploma of Information Technology
- Advanced Diploma of Electrical Engineering
- Advanced Diploma of Mechanical Engineering
- Advanced Diploma of Civil Engineering
- Advanced Diploma of Information Technology
- Bachelor of Applied Engineering (Building Services)
- Bachelor of Applied Engineering (Mechatronic)
- Bachelor of Applied Science in Information Technology

For further details please visit
www.stclements.edu.nu

Professional Organisations News

Control of the Society of Nursery Nursing Practitioners Available

Due to the retirement of the Founder and Chief Executive of the Society of Nursery Nursing Practitioners, control of this Society is available. If any Councillors are interested in taking control of the Society of Nursery Nursing Practitioners (there will be fees which will need to be paid) they should contact Professor Sir Robert A. Herbert Blankson - profblankson@snnp.org.uk

Institute of Financial Accountants

The IFA, established in 1916, now has its courses Ofqual accredited. It offers Level 4 Diploma for SME Financial Accountants, Level 5 Diploma for SME Financial Managers and Level 5 Diploma for SME Finance & Business Managers. It also offers two Diplomas of International Financial Reporting Standards (IFRS) in the Russian Federation, the Ukraine and Lithuania. - www.ifa.org.uk

Society of Business Practitioners

The SBP, www.mamsasbp.org.uk, was formed in 1956 and was one of the first examination bodies for professional business qualification to offer Diplomas and Postgraduate Diplomas in Business. It has now developed a close relationship with the UK Managing & Marketing Sales Association to offer joint programs with them:

- SBP Diploma in Marketing Management
- SBP Advanced Diploma in Marketing Management
- MAMSA Diploma in Sales & Marketing Practices
- MAMSA Advanced Diploma in Sales Management

Association of Business Executives Confederation of Tourism & Hospitality

The Association of Business Executives and the Confederation of Tourism & Hospitality has developed a partnership where ABE Diploma graduates have direct entry into the CTH Advanced Diploma Qualifications and CTH Diploma graduates have direct entry into the ABE Higher Diploma Qualification. A similar interaction is the CTH Graduate Diploma & CTH Postgraduate Diploma partnered with the ABE Graduate Diploma Qualifications & the ABE Postgraduate Diploma.

www.abek.com or www.cthawards.com

Academy of Multi-Skills

Under the new administration, since being taken over by the Institute of Professional Financial Managers management, the Academy of Multi-Skills has had substantial growth in membership fees in 2013 increasing them by over 50%.

Institute of Manufacturing

The Institute of Manufacturing (IManf) is the oldest UK professional body representing professional workers in Manufacturing.

It has four grades of professional membership: Associate, Full, Fellow and Companion Membership.

It has reciprocal membership arrangements with the following organisations:

United Kingdom

- The Institute of Management Specialists
- Faculty of Professional Business & Technical Management
- The Academy of Executives & Administrators
- The Academy of Multi-Skills
- Institute of Professional Financial Managers
- The Society of Sales & Marketing

Republic of South Africa

- Design, Technology and Management Society International

Nigeria

- Chartered Institute of Cost and Management Accountants

The IManf offers an Associate Diploma in Manufacturing and an Executive Diploma in Manufacturing. It publishes a semi Annual Journal "Manufacturing Management".

It has recently developed the award "Certified Manufacturing Practitioner". The Certified Manufacturing Practitioner award has been developed to create a recognised qualification for managers of manufacturing organisations. It has been designed to combine generic manufacturing knowledge with manufacturing experience.

As the professional body for manufacturing, the Institute of Manufacturing encourages all its members to apply for the Certified Manufacturing Practitioner designation.

Institute of Manufacturing Offers Free Course

The Institute is offering free enrolment into the **Certificate in Computerisation and Robotics**. This Certificate integrates into the Executive Diploma in Manufacturing as a subject. The subjects in the Executive Diploma in Manufacturing can be transferred into the Aldersgate College Professional MBA program and St Clements Private Swiss University Master of Management Program.

For further information please visit

www.instituteofmanufacturing.org.uk

The Queen's 2014 Honours List Award for Lily Virginia Herbert-Blankson

Lily Virginia Herbert-Blankson

A Brief History

Lily Virginia Herbert-Blankson was awarded the British Empire Medal in the Queen's 2014 Honours List for her services to children.

She has been told to be justifiably proud of her achievements. She is also a Grand Dame of a Noble Order and Knighted with the title 'Lady'.



Lily was a trained teacher in Ghana before coming to the United Kingdom. In the United Kingdom she worked at British Telecom for some years until she found her true vocation in life in childcare.

After training at Southwark College in London she got a job as a nursery practitioner at King's College Hospital Day Nursery. As supervisor her baby room staff received King's Commendation Award in 2006.

Lily was a founding member of The Society of Nursery Nursing Practitioners and for some years a Council Member.

Lily Virginia Herbert-Blankson is the wife of Prof Dr Herbert Blankson, one of the Foundation Academic Council Members of St Clements University.

We wish her every success in the future.

Institute of Management Specialists (UK)

If you are a Management Specialist this is the professional body you should join. It offers four grades of professional membership.

- Associate – Diploma & Associate degree grades
- Full – Bachelor degree grade
- Fellow – Master degree grade
- Companion – Doctorate degree grade

As the professional body for Management Specialists it has developed the *Certified Specialised Manager* Award. To gain this, members need to demonstrate through education and experience portfolio, they have qualifications in a particular management discipline area.

Those who continue their professional development (CPD) will gain Certified Specialised Manager status. This is a year by year status and CPD reviews need to be submitted each year for the status.

For further information please visit the IMS website

www.instituteofmanagementspecialists.org.uk

or contact Ms Lynne Sykes at

lynne.sykes@instituteofmanagementspecialists.org.uk

Course News

Doctor of Letters

St Clements University's senior doctorate is a **Doctor of Letters** (D.Litt). It was the first degree St Clements University offered to help build up its Alumni in 1995 and among the people who have earned this degree are:

- * **H.E. Dr Mohamed bin Al-Yousef** was the Minister of State for Development Affairs in the Sultanate of Oman.
- * **Dr Philip Dunn** is one of the UK's leading writers on Accounting Education.
- * **Hon Dr Omar Suleiman Kiki Kizango** was a member of the Tanzanian National Parliament having served as Chairman of the Parliamentary Parastatal Organisations Committee.
- * **Dr Bruce Duncan** has a Doctor of Letters degree from St Clements University awarded in recognition for his work in Social History.
- * **Dr Ian Oliver** held senior positions in various monitoring bodies in the former Yugoslavia, working for the European Community Monitor Mission (Bosnia Hercegovina).
- * **Dr Maithrie Hari** is a leading Business Management writer in India for the 'Hindu' Newspaper.
- * **Dr John Potter** is a distinguished agricultural and theological teacher in Australia, South and Eastern Africa.
- * **Dr David G. Maillu** is one of Kenya's leading writers. He is a Director of Comb Books Ltd and has written over 40 books.
- * **Dr Bradley S. Tice** has a Doctor of Letters degree in Teaching specialising in English Language Teaching and is a Director of the Pacific Language Institute.
- * **Prof Dr Hairi bin Adbullah** was in charge of the Development of Anthropology and Sociology at the University Kebangsaan Malaysia.
- * **Dr Brig-General John Nanzip Shagaya** has been a leader in the Nigerian Military.
- * **Prof Dr Francis Dessart** was a member of the World Association of Universities & Colleges Advisor Board and was the IACPS and AIEPM representative to UNESCO.

The maximum number of Doctor of Letters degrees issued in any one year was 13 in 1999. Last year only 7 were issued, in 2012 only 4 and in 2011 only 3.

As we approach our 20 year Anniversary the board has decided it should consider increasing the quota to 20 for 2014.

The Doctor of Letters degree from St Clements University is an earned degree, which requires no new work. It is expected that candidates will be senior figures in their profession, community or area of expertise and have made a major contribution in that area.

This can be demonstrated in a number of ways:-

1. Copies of books, magazine or newspaper articles, video recordings or radio interviews which you have written or made.
2. Copies of articles in magazines or newspapers or other recorded forms about your achievements in the field.
3. A copy of a major report you have written for your employer, client or anyone else.

To apply send a C.V. (employment & educational history) with a 300 – 400 word paper describing your unique contribution to your field of expertise, with supporting copies of published books, newspapers, or magazine articles and any other form of evidence of the work and achievements, with the names and addresses of two formal referees. Copies of existing degrees other professional qualifications and membership of professional organisations are required.

Dual Pacific Masters of Business Program

St Clements University Higher Education School - Niue and Aldersgate College - Philippines have established a Dual Pacific Masters of Business program. The program will comprise of 8 units of which four must be assessed by the writing of a 5000–7000 word thesis.

St Clements University Higher Education School will tutor the program and issue an International Master of Business Administration for it, Aldersgate College will monitor the tutoring and jointly assess the work and issue a Professional MBA for it.

For further details please visit St Clements University Higher Education School - Niue
www.stclements.edu.nu

Bachelor of Accounting

St Clements University Higher Education School is no longer offering the Bachelor of Accounting degree. This was based on the IFA's Diploma qualifications. These have changed and are no longer easily integrated into a Bachelor program.

St Clements University Higher Education School Bachelor degree programs were based on incorporating UK professional qualifications within their curriculum but has since 2011 concentrated on incorporating Australian Vocational Education qualifications within their curriculum.

First IMS Certified Specialist Manager Award Recipient

Mr Kelvin Man Fung Lo has become the first recipient of the Certified Specialist Manager status of the Institute of Management Specialists (IMS).

Those members who have Specialist Manager award status and complete their annual CPD (Continued Professional Development) are recognised with the award.

Member Profile

Kelvin Man Fung Lo

Certified Specialist Manager (Information Technology) – FIMS



Mr Kelvin Man Fung Lo is deeply honoured to be the first recipient of the Certified Specialist Manager status of The Institute of Management Specialists (IMS). Receiving recognition for his commitment to management, education and services, values that he shares with IMS, is especially meaningful because it recognises not only his past and present but also his future. He thanks IMS for giving him the opportunity to prove himself.

Mr Lo has more than 10 years experience in the education and training sector. In the past, he was an academic at University of Hong Kong, Open University of Hong Kong and Vocational Training Council. His teaching areas focus on business management, information technology, knowledge management, mathematics and statistics. Moreover, he is also an overseas faculty member in undergraduate business programs at Sheffield Hallam University, University of Bradford, University of the West of England, University of East London (UK) and Utah State University (USA). Kelvin enjoys taking up voluntary work as well. He is currently the External Advisor and External Examiner of two higher education institutions in Hong Kong, Honorary Advisor of American Academy of Project Management and International Management Consultants Board, Board of Directors of Network Professional Association.

For his academic qualifications, he received a BBA from Hong Kong University of Science and Technology, a Postgraduate Diploma in Education from University of Hong Kong, an MSc in Information Systems from Hong Kong Polytechnic University and an MA in Quantitative Analysis for Business from City University of Hong Kong.

Currently, Mr Lo is pursuing the Doctoral degree in Business Administration (DBA).

Kelvin also holds the following professional designations: Fellow of The Institute of Management Specialists (FIMS), Faculty of Professional Business and Technical Management (FFPBTM), Institute of Operations Management (FIOM), Institute for the Management of Information Systems (FIMIS), Institute of Professional Financial Managers (FIPFM), British Computer Society (FBCS), Learning and Performance Institute (FLPI), Institute of Administrative Management (FInstAM), Institute of Commercial Management (FInstCM), Chartered Manager (CMgr) United Kingdom, Graduate Statistician (GStat), Certified Professional Manager (CPMgr), Certified Professional (CP), Certified Management Accountant (CMA) Australia, Information Systems Professional (ISP), Information Technology Certified Professional (ITCP) and Chartered Manager (CMgr) Canada.

Lastly, IMS is one of the prestigious organisations, particularly for academic and industrial professions. Recognition from IMS serves in encouraging his efforts immensely and it gives a feeling that his teaching and research are meaningful and of worth. Kelvin particularly wants to thank Ms Lynne Sykes, IMS Executive Administrator, for her outstanding guidance and advice. Thank you IMS – you are a strong support and an inspiration to him!

Mr Kelvin Man Fung Lo can be contacted at:

(E) kelvinlmf@gmail.com

(W) www.kelvinlmf.com

(L) member.acm.org/~kelvinlmf

St Clements University College News

St Clements University College has a team in Group One of the University Football Tournament.



The other institutions competing in Group One are:

- University of Liberia (UL)
- Stella Maris Polytechnic (SMP)
- African Methodist Episcopal Zion University (AMEZU)
- Seventh Day Adventist University of West Africa (SDAU)

‘Anchor’ hopes St Clements University College football team does well in the tournament.

Advertisement



The Institute of Management Specialists (IMS) Specialised Manager Award

As the professional body for Management Specialists, IMS encourages all members to apply for the Specialised Manager designation in their specialised management field.

Specialisation Fields Available:

- Administration
- Coaching
- Environmental
- Hospitality
- Legal
- Military Services
- Total Quality Management
- Agriculture
- Education
- Finance
- Human Resources
- Local Government
- Mining
- Non Government Organisation
- Architecture
- Energy and Power
- Governance, Risk and Compliance
- Information Technology
- Manufacturing
- Petroleum
- Civil Services
- Engineering
- Health Care
- Insurance
- Marketing
- Police
- Travel
- Tourism

The Following IMS members have recently been granted the Specialised Manager Award

Prof Dr Abe Abrahami FIMS

Specialised Governance, Risk and Compliance Manager

Mr Chai Moi Chern FIMS

Specialised TQM Manager

Mr Chan Kai Ki Colbert FIMS

Specialised Engineering Manager

Prof Dr Yat-Po Chan CompIMS

Specialised Financial Manager

Mr Angelo Dillon Gomez FIMS

Specialised Financial Manager
Specialised Human Resources Manager

Mr Mohamed Faleel Hibathul Careem FIMS

Specialised Administration Manager

Mr Mohmed Ibrahim Siraj Hasan FIMS

Specialised Administration Manager

Mr Sultan Muhammad Khan MIMS

Specialised Financial Manager

Mr Lee Tim Chee, Terence FIMS

Specialised Engineering Manager

Mr Muti-Ur-Rehman FIMS

Specialised Administration Manager

Mr Saula Adebayo Rasaki FIMS

Specialised Health Care Manager

Dr Oyat Christopher CompIMS

Specialised Education Manager
Specialised Non Government Organisation Manager

Mr Stephen Wong MIMS

Specialised Manufacturing Manager

Mr Yee Chiew Hoong FIMS

Specialised Administration Manager

St Clements Education Group graduates of Management or Specialised Management programs are eligible for Institute of Management Specialists (IMS) membership.

Please contact Lynne Sykes, Executive Administrator:

lynne.sykes@instituteofmanagementspecialists.org.uk

www.instituteofmanagementspecialists.org.uk

An All Inclusive K-PhD Universal Work-Driven Online Futures Curriculum for 2050:

Are You Kidding?

It Will Never Get Off the Ground



Dr Irving H. Buchen

BA, MA, Ph.D

Capella University

St Clements University Group

The Global Education Council of the G20 met in 2040. The gathering was in response to a directive from the central Steering Committee to address education in 2050. Three stipulations were attached.

The first called for a universal common curriculum applied to all countries regardless of economic stages of development. The second was to replace the standard practice of dividing up education into traditional age-grade segments with an approach that would produce a seamless continuum from pre-K to PhD. The last stipulation was applied education---that academics co-exist and partner with workforce knowledge; and further that work trends be built in and shape the curriculum to insure rapid and customized adjustment to changes in the workplace.

All the above were unprecedented. Predictably, all hell broke loose. The scheduled presenters walked around in a daze clutching their unheard papers on subjects which ranged from theories of learning, multi-cultural modes of comprehension, application of brain research, technology of knowledge acquisition, detailed online lesson plans etc. What stuck in every educators' craw was the crass and unbridled vocationally that signaled the compete surrender to the philistines of business and capitalism.

Most walked out of the meeting in protest with angry parting words "grandiose clap trap, quixotic illusions, will peter out way before 2045, drown in your own jargon, never get off the ground, a throwback to the 19th century when education produced only hands not hearts or heads for factory labor, etc."

A small group remained. They did not disagree with the protest but they were fascinated by the notion of trends somehow being built in and endowed with such intervening power and playing such a formative role. Besides, at the back of their minds was learning enough to turn this new influential force to their advantage by adopting it and restoring the helm to

the educators. Still their interest seemed genuine when they asked for a sampler of the trends involved.

At the outset they were surprised to learn not only that there were so many—10 in all—but also that they were so philosophical and generally free of partisan business advocacy. In any case, it all began with a key question:

If we look ahead to employment in mid-century, what do we find? Many major shifts in the basic way work is positioned, perceived and patterned. Indeed these changes are so fundamental that they have become not only the pre-conditions of work definition, but also have required the use of self-correcting trends to clear the way of obstacles to seeing the future, differently. Below are ten such corrective trends;

1. Hedging Trends

What are those? In addition to the traditional and familiar uncertainty of the future, we are now woefully ignorant of a new present; the global economy and ecological sustainability. Any long term projections are thus on shaky grounds. Whatever clarity they would have of what might be ahead would be compromised by our general ignorance of the starting point. It is not unlike the double play situation of science fiction: forecasting the future of the earth about which we nevertheless know quite a bit and then forecasting the future of a planet about which we know nothing. Bu the known is used twice not only as a stepping stone to the unknown, but also as an object of clarification and correction for the novelty of the unknown to be perceived and accepted in the first place.

Perhaps we ought to take a leaf from our more imaginative colleagues. How do our enterprising SF futurist juggle and manage the movement between these two realities By corrective adjustments—by linking the acquisition of new knowledge to a suspension of the way we acquired old knowledge -- which contains unacknowledged obstacles to new and different learning.

It is thus always a double edge sword simultaneously cutting into our epistemology of how we know what we know with a new and different way of knowing altogether. Of course, the exposure of that contrast is largely what our SF writer is after. The general principle then is that unlearning has to precede and serve as a pre-condition for new learning to take place.

In summary the trends are more than one type. First, there are your basic directional trends which point to where we are going. These are always accompanied and qualified by a parallel series of alternate variations on the theme, often with a wild card tagging along. But the argument here is we should not stop too soon or too short. We need to include

trends which question not so much the conventional wisdom but whether it prevents us from seeing new wisdom. That in turn requires that we fold in and parallel conventional trends with counter trends that challenge and correct the assumptions of our vision—that expose what precludes and compromise receptivity. If your eyes are scratched you will see scratched. To be effective this double approach requires trends which are a-priori correctives.

2. Future Job Titles

Future job titles can be fun, inventive even mischievous as routinely occurs in science fiction. A less exotic but no less playful version comes from Denmark CIP—Chief Innovation Pusher. A director of an academic forecasting program lists his title in caps as PROJECTOR. A CEO of a multi-national company changed his acronym to CGOG –Chief Global Officer and Guru.

And so on. But the truth is titles do not change, work does. And the way we work differently is more important and determining than what we are labeled. Indeed, typically work change outstrips the catch-up game of title change. There are over 600 titles listed in the US Department of Labor inventory and they all will be around and available in 2050.

A manager will still be a manager although his duties and range may lead to his being described as a mobile, itinerant or nomadic manager. But the generic role of manager will remain intact, The future changes the adjective on the noun.

3. Simultaneity

The world is an historical (and also ecological) time machine. The past is never past. Suddenly we encounter in another country or culture a past that is alive and well and functioning in the present. It is as if our own evolution not only is being played out before us, but also is still going on somewhere else in the world. We not only rediscover our past in the present, but also discover the alternative future branch points of our own evolution.

Thus, the past is never over but lives on again and again. The encounter in other countries or culture of earlier stages of the way we were; tempts us to require that their evolving stages follow ours. No allowance is made for leap-frogging or cultural divergence. In short, the access to the future paradoxically makes not only the past eternally available but also affirms our endless and insatiable quest for origins.

4. Cultural and Genetic Superiority

The original version is summed up by the evaluating categories of developed, developing and under-developed countries. (What must it be like to grow up in a country designated as comparatively backward?) In addition, now being top dog we are often tempted

to lecture such states, research their genetic limitations, and consider them inferior because they do not match where we are now or obediently replicate our way forward.

5. Four Progressive Waves

Harkening back to Toffler's designation of the future as the third wave, we now have four. Of course, the neat thing about extrapolation is that we can always add a fifth or sixth as needed. But the problem is not solely that of incremental imprecision but the more serious violation of the laws of co-existence, verisimilitude and simultaneity.

Thus the proud proclamation of four waves marking our development (from agricultural, industrial, digital to the global economy) gives the false impression that each stage obediently ends to make way for the next stage. But the truth is otherwise. Nothing ends. The past lasts. Not only do waves overlap; they are co-present--they coexist tenaciously with what precedes and what follows. Most seriously of all by not acknowledging our own multiple over-lapping of time we impoverish what the global perspective documents; namely the multi-layer and multi-time patterns of simultaneity; and the understanding of multi-cultural complexity that accompanied such a comprehensive vision of historical co-existence.

6. Assumptions Analysis and Cultural Bias

Differences in dress and cuisine offer an obvious and dramatic contrast. But less obvious and more serious are the unacknowledged and hidden assumptions that drive who we are and how we work.

Three quick work-related examples of cultural myopia: problem solving based on linear logic; hierarchical and vertical structures of decision making; and individual initiatives and rewards. Well what is wrong with that? Look how far it has taken us! No one is denying such progress. But when we also note the extent to which these practices are not only so unquestionably accepted but also built into our even our computer technology and programming; there is a need to pause.

Suddenly what our culture regarded as basic, inevitable, and rock solid becomes a series of variables; we become defensive and sometimes offensive. Why should we question what has brought us to this high point of achievement? And the answer is you need to engage in assumptions analysis if for no other reason than to recognize that nothing we do is value-free; and that we are culturally driven like everyone else. Such a sobering admission has the potential to lead to not one but a series of even playing fields; which in turn can insure the alternative futures of the workplace and education.

7. The Job Description Transformed

The format and dynamics of the basic job description has changed. It now has not one but three sections: job duties and responsibilities; job performance expectations; and future job descriptions and performance expectations.

The dynamics involve agreement, negotiation and projection. All involve different degrees of employee participation and signoffs. The first requires agreement and acceptance of the specifics of the job. Signature indicates the status of a contract. The second part is negotiated but again finalized by signature and date. The last comes from three sources; company work trends and manager and employee inputs. The cumulative contributions are reviewed each year during the annual evaluation. Discussion focuses on the trend maturing into a new job requirement.

Given where we are already at it makes god sense to begin exploring where we are going—to start to begin to fill in the outline of the last part—to perhaps including al the definers which appear here.

8. Flux

The dizzying time zones of the global economy are outdone by the nature of future flux. Traditionally transitions were temporary and awkward interruptions between two stable states. We put up with its turbulence because on the one hand we believed it would be short-lived; and on the other hand be absorbed and anchored in a new stable state. But instead we were surprised to find that transition gave way to another transition; and that in turn to another and so on. The result? Transition became not the exception but the norm.

9. Teaming, Co-Governance and Collaborative Technology

Teaming is not only the supreme way of operating in the future, but also shapes organizational structures. By its very dynamics it also has transformed governance into co-governance and brought about the rapid development of collaborative technology which in turn has made virtual teaming the international lingua franca.

Team leaders now have to manage not only a range of diversity way beyond the domestic version, but also the culturally driven differences and clashes between graduates of universities all over the world. In addition they have to learn to be process enablers, system interfacers, global ball bearing and lubricants. In short, in many ways teaming has the potential to be the most inclusive portal to all future relationships.

10. Fusion of Economics and Ecology

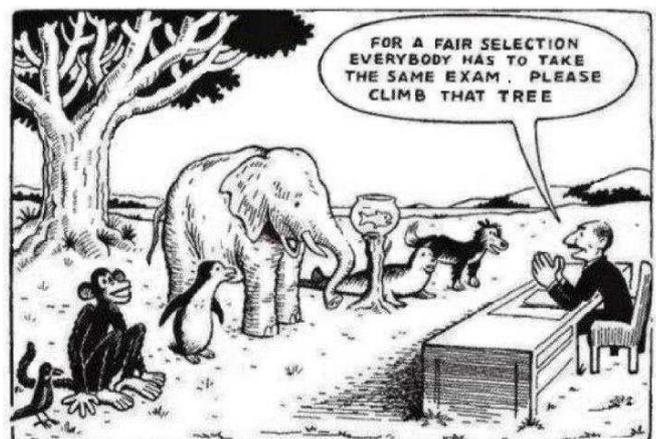
The two extremes have to be made one. Making money and sustaining the environment have to become the shared and fused vision of all. Business can no longer trade off Nature to make profits. Ecologists have to stop lecturing and scolding business and driving a wedge between CEOs and their stockholders. Instead we have to up ante: spell out the new and futuristic challenge of being both profitable and ecological --not one or the other but both at the same time. Parting thought: do not be surprised when multi-national corporations who successfully have met that double challenge showing up at G8 and G20 meeting as a prominent part of the US team of negotiators.

In conclusion if there is one theme that runs through all of the above is there is at there is no such thing as a terminal degree any more. We are all permanently unfinished; and as long as we can remain true to and shaped by that state then our access to an equally unfinished future of 2050 will be assured and affirmed.

Alumni on the Move

If you have recently celebrated a promotion, career achievement or a change of jobs we want to hear about it. Share your good news with your fellow Alumni members by emailing the St Clements Education Group your story, including your name, graduation year, degree and attach a photo of yourself. We can include your story in future editions of 'Anchor'.

Send it to admin@stclements.edu



If you judge a fish by its 'ability' to climb a tree, it will spend its entire life believing its stupid - Albert Einstein