



Development and Challenge of International Student Recruitment in Waseda University

JAISE-KAIE Joint Seminar, 2018.11.01

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李健熙記念図書室 李健熙 기념 도서관 Lee Kun-Hee Commemorative Library

ヒ)氏は、1942年に大韓民国サムスングループの創業者である故李秉喆 (イビョンチョル)氏の 文業 した。 1966年米国ジョージワシントン大学経営大学院を修了後、サムスングループに入社し、以降要 サムスングループを築かれた。サムスングループは、電子、重化学工業、金融、商業、サービスなど、幅広い分野で革輸

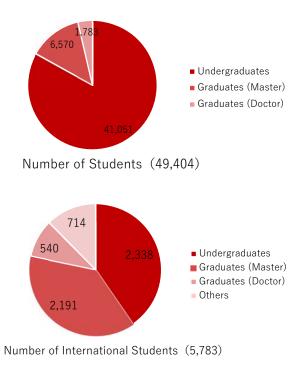
ともとに人類社会に貢献するという強い使命感の下に、サムスン文化財団、サムスン福祉財団、サムスン社会奉仕団等を散立し、集を存在 てきた。2010年、本学は世界的な企業人として活躍し、日韓友好関係の増進に尽くされた氏に対して、「名誉博士」の学位を贈呈し

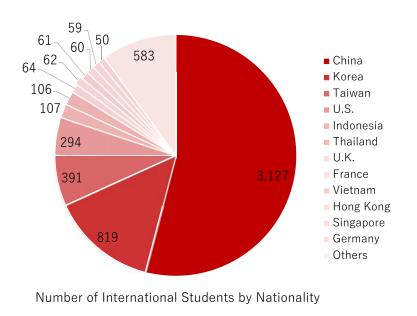
- First student from the Korean Peninsula 1885, Gim Hangi (金漢琦)
- · Partnership agreements including both university and departmental levels with 84 universities and institutions (as of August 2018) In-Hee Commemorative Library
-)氏は、1942年に大韓民国サムスングル

819 students
 (Undergraduate 667, Postgraduate 114, Others 38)

Number of Students



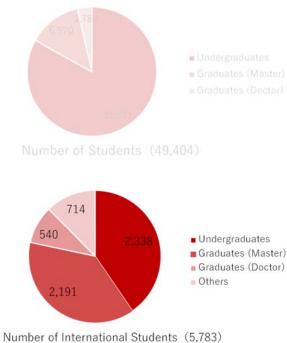




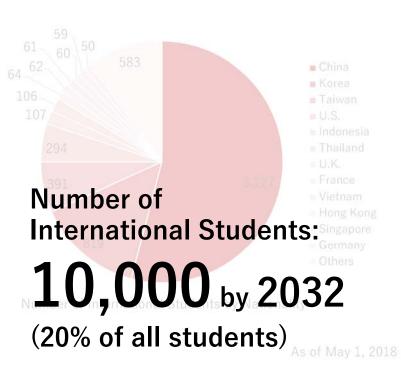
As of May 1, 2018

Number of Students









Academic Departments (Undergraduate Schools)

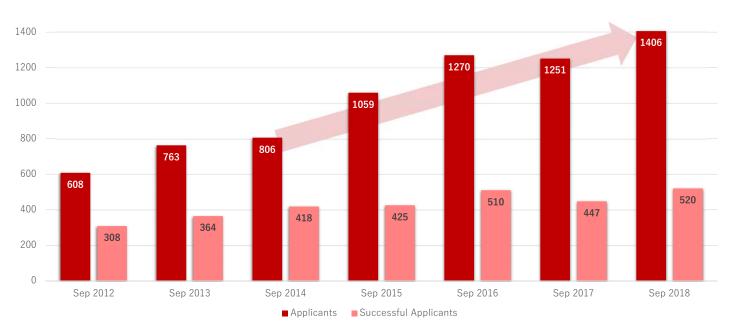


•	School of International Liberal Studies	Admission April / September	Language of Instruction English	English Program Started 2004
•	School of Political Science and Economics School of Social Sciences School of Fundamental Science and Engineering School of Creative Science and Engineering School of Advanced Science and Engineering School of Culture, Media and Society	Admission April / September	English / Japanese	English Program Started 2009 2017
	School of Law School of Education School of Commerce School of Humanities and Social Sciences School of Human Sciences School of Sport Sciences	Admission April	Language of Instruction Japanese	

Admissions Statistics

ember 2018 Entry)

(English-based Undergraduate Programs, September 2012 Entry – September 2018 Entry)

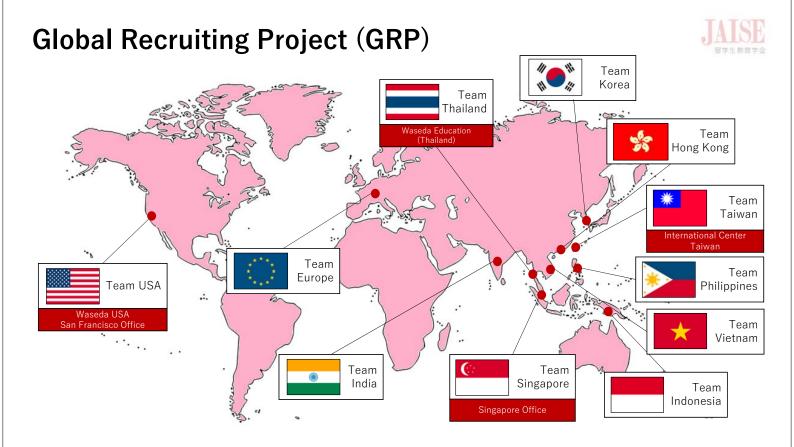


Global Recruiting Project (GRP)



- International Admissions Office (IAO)
- Launched in April 2014, forming a Cross Functional Team (CFT)
- Approx. 40 staff members from different backgrounds, expertise and functions (e.g. Center for International Education, IAO, International Office, Student Affairs, Offices for English-based Degree Programs, Overseas Bases etc.)
- Marketing and Promotional activities for the English-based Degree Programs
- Attending University Fairs, Visiting High Schools, Meeting with Alumni, Hosting Visitors, Advertisement Publishing etc.

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Working with Educational Agencies



- 2015.4-2017.3
 - Sweden, blueberry.nu
 - ⇒ First experience in Waseda working with an agency
 - ⇒ Starting Small: low attention within Waseda, small number of app
 - ⇒Low-Risk, Low-Reward / High-Effort
 - ⇒Speak local languages, liaise in person, networks in the country (
 - ⇒ High staff turnover in agents, Information asymmetry (*2)
 - ⇒termination of contract in March 2017
- 2016-
 - "Trial and Error Learning" phase:
 - ⇒Working with agencies in multiple countries / regions
 - ⇒Facing all sorts of 'Principal-Agent Problem' e.g. Cultural differences, Poor communication, Misrepresentation, Not performing agents…



p.229.
*2 Iona Yuelu Huang, Vincenzo Raimo and Chirstine Humfrey, "Power and Control: Managing Agents for International Student Recruitment in Higher Education," *Studies in Higher Education*, Routledge, 2014, pp3-8.



blueberry.nu, "studera-pa-universitet-i-Tokyo", https://www.blueberry.nu/utlandsstudiebloggen/studera-pa-universitet-i-tokyo/ [2018. September 30].



Edukasyon.ph, "Waseda University", https://www.edukasyon.ph/study-abroad/schools/waseda-university [2018, September 30].

Power and Control in governing outcome-based agency relationship

· High status, strong market position

· High level of support for agents

· Zero tolerance of misbehavior

· Very selective with small number of agents



Coercive

Hybrid

Non-

Coercive

• Work v

· Concerned with protecting brand

- · Work with medium high number of agents
- Standard commission based starting point but willing to be flexible

[Strategic Investor]

· Proactive management and prevention of misbehavior

[Mutual Enterprise]

- · Work with medium number of agents
- · Enhanced levels of commission, bonus and other incentives
- · Prepared to invest in joint marketing activities
- · Agents seen as key to achieving volume targets

[Market Trader]

- Work with high number of agents
- · Standard rate but prepared to make exceptions
- · Minimum investment in support and enforcement
- · Set targets
- Tough in negotiation

[Flexible Friends]

- · Not many agents (difficulty of getting agents interested)
- · Does not have a strong market position
- · May pay high commission
- Happy for one or two students sent by each agent every year, as long as they are getting something from the agents

Performance-driven Control measures Income-driven

[Tough Banker]

· Tight watch of agents' behavior and enforcement of codes of conduct

Disclosure of Admission Data



- Middle 50% of SAT scores (USA), minimum requirements for admission (UK, Australia)
- A strong concern toward disclosing average standardized test scores of successful applicants
 ⇒ performance on the test alone will not determine the admission decision
 ⇒ universities tend to be ranked by the test scores
- No data available at Japanese universities
- (Probably) For the first time in Japanese Universities revealing the average scores of SAT submitted by the successful applicants

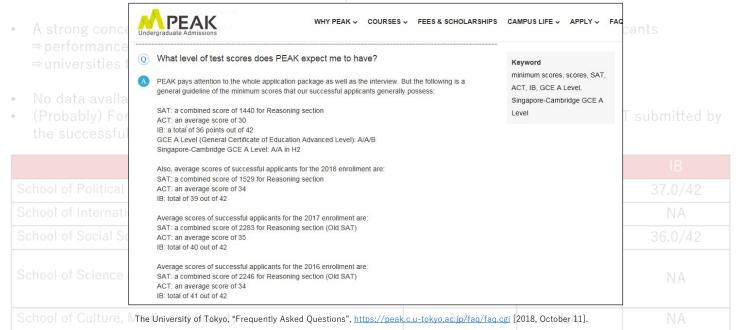
	SAT	ACT	IB
School of Political Science and Economics (2016-)	1403.7	30.9	37.0/42
School of International Liberal Studies (2016-)	1300-1400	NA	NA
School of Social Sciences (2018-)	1,383	NA	36.0/42
School of Science and Engineering (2018-)	1350-1450 Math II: 761.5 Physics: 737.9 Chemistry: 714.1	NA	NA
School of Culture, Media and Society	NA	NA	NA

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Disclosure of Admission Data



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Challenges

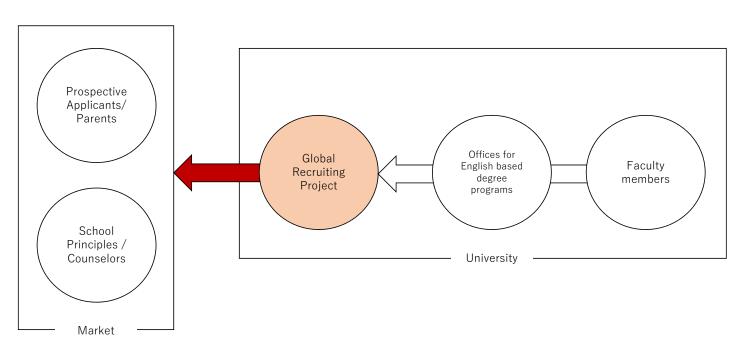


- Strict regulation in number of enrollees (MEXT) ⇒ balance between Japanese students and non-Japanese students
- Weak infrastructure in Foreign Credential Evaluation (FCE)
- Number of applicants ↑ / Number of successful applicants ⇒
- GRP: as a boundary between the market and the University
- Knowledge Management: A conversion from Tacit knowledge (personal wisdom and experience) to Explicit knowledge (articulated and verbalized information)

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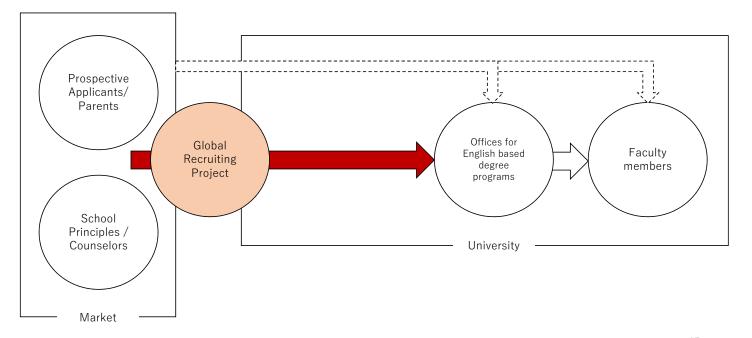
Challenges





Challenges





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