



Final Report

Survey to determine
opinions on how to
strengthen research at
IUM

This report is based on information obtained from IUM academics through a survey questionnaire administered through their e-mails.



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FOREWORD

PROFESSOR KINGO MCHOMBU

IUM has developed a research policy that is already in place to guide research activities at IUM. Having this policy is an indication of the commitment to which the University is to research as a tool of academic and applied knowledge.

The University has also established a fully functional Research Division that is coordinated by a fulltime researcher whose objectives are the following:

- a. Bringing about a research and publishing culture at the University to stimulate intellectual creativity and recognition of IUM as an international Institution of Excellence
- b. To establish a Case Writing House that will serve as a collaborative effort of faculty and staff whose objective is to conduct original research to strengthen the programs of the IUM faculties
- c. Organize and Plan an Academic Staff Research Day

Research is a very important because it fosters professional excellence in faculty, important for delivering outstanding student education and training. It is the transmission belt of academic knowledge that has critical economic, societal and environmental impacts.

An important underlying objective of research is the sharing and dissemination of the results of the research activities at IUM through the standards of peer-review publication such as our own Namibia Journal of Managerial Sciences.

Universities around the world are coming under greater pressure to promote research as an integral part of the teaching and learning environment. It is also true that research intensive universities are crucial national assets that assist governments to plan and execute their development projects.

I am very happy that IUM is taking the necessary strides to grow its research profile in Namibia. We have over the last two years established and consolidated collaborations with national research institutions such as the National Commission on Research, Science and Technology (NCRST) and the National Commission of Higher Education in the field of research and innovation.

Finally, this survey was important to evaluate our own strength and research capacity needed to motivate the university to tender for research projects and consultancies. Its findings and recommendations will be taken seriously as they would be important to guide the university to implement its research policy.

INTRODUCTION

Following a recommendation by IUM management to stimulate a research culture at IUM, the Research Division decided to conduct a short survey among the academic staff to determine (i) The general level of research awareness at IUM (ii) Degree to which IUM staff are involved in research activities (iii) The general research capacity that we have at IUM and (iv) The individual research needs of our academic staff.

The survey was conducted to help us to better understand how the academic staff would like to be involved in research. It is generally accepted that university research is important and it is conducted for a multiple reasons of which some are the following:

- i. To help improve the world ranking of a university as an institution of higher learning
- ii. To help link the contribution of an academic institution to new innovations leading to national economic growth of a country
- iii. To serve as a motivation for new ideas and techniques across a whole range of multi-disciplinary areas taught at a university
- iv. To get research results published in academic journals as a measurement of the academic growth and subsequent recognition of a university as an institution of academic excellence. The IUM is publishing the Namibia Journal of Managerial Sciences and can be a good tool for the academic staff to achieve part of that goal
- v. To help attract research funding and private consultancy projects to the university

It is for these reasons among other things, why IUM needs to develop a strong research culture. In addition to this, the Chairperson of the University Council Dr Richard Namwandi has been urging IUM academics to take research seriously to advance the image of the university and improve the quality of teaching. It is therefore hoped that the findings and recommendations of this survey is a genuine step toward implementing the goal of strengthening a research and innovative culture at IUM.

EXECUTIVE SUUMARY

A total of 21 academic staff responded to the survey questionnaire which is a low response rate if the total number of academics is taken into account. Of these respondents, 67% were female which sums up their interest in research. Since the response rate was low, there was no need to do cross-tabulations of gender with other variables.

The campuses that accounted for higher responses were Dorado and City with 7 and 5 responses respectively. Ongwediva and Swakopmund accounted for the least responses, while Walvis Bay did not respond at all.

The total number of years taught at tertiary levels range between six months and 30 years. (See Table 3). Generally, IUM staffs are not publishing enough, a concern that was raised by the Founder of IUM Dr David Namwandi at his last meeting with IUM academic staff. The number of academic articles published since 2009 including those published in the Namibia Journal of Managerial Research are 23 research articles. This can be perhaps attributed to the fact that the majority of those who responded were not senior lecturer or professors. However, all those who responded are full-time employees of the university.

An overwhelming majority of the respondents (17) indicated that they would support the idea of hosting an IUM Research day once per year and of these 10 of them would present or contribute academic research papers. Only 28% are engaged in collaborative research with other institutions. A total of 66.7% are interested in research activities at IUM and they would be part of an ***IUM Research Community of Practice*** if it is established. Unfortunately, none of them have submitted papers to the Namibia Journal of Managerial Sciences.

The average research competency of those who responded is 65.6% while a combined average of 15.7% ranges between poo and very poor. All the respondents confirmed that they can afford to spend at least 10% of their teaching per semester on research. They all indicated that they would welcome training in research. One individual strongly recommended that such training must be provided by East and West African scholars but not Southern African. In terms of the General Comments many academic support the idea of establishing a strong research culture at IUM.

RESULTS

1. Total Respondents

A total of 21 people responded to the survey which implies a low response rate taking into account the number of academic staff at IUM. While the individual responses are kept confidential the Research Division would like to thank the following academic staff who responded to the survey:

- 1) Lucky Pieters
- 2) Martin Mabeifam Ujakpa
- 3) Helena Hakweenda
- 4) Olivia
- 5) Selma Mulunga
- 6) Rauna Guuvika Ngelenge
- 7) Sylvia Schlettwein
- 8) Zoachina Miranda-Gontes
- 9) saima k jakob
- 10) Fundidi Jonathan
- 11) Maghiar Marinela
- 12) Sakaria L Iyambo
- 13) Jovita N. Mateus
- 14) Leena Manuel
- 15) Elise Venter
- 16) Josephina Naboth
- 17) Dr. Gift Kavari
- 18) A van Dyk
- 19) Simson Kazapua Kuhanga
- 20) G. Mungeli
- 21) Magdalena N. Ikela

2. Total responses per IUM campuses

Name of Campus	Total responses
Dorado Campus	7
City Campus	5
Nkurenkuru	4
Ongwediva	3
Swakopmund	2

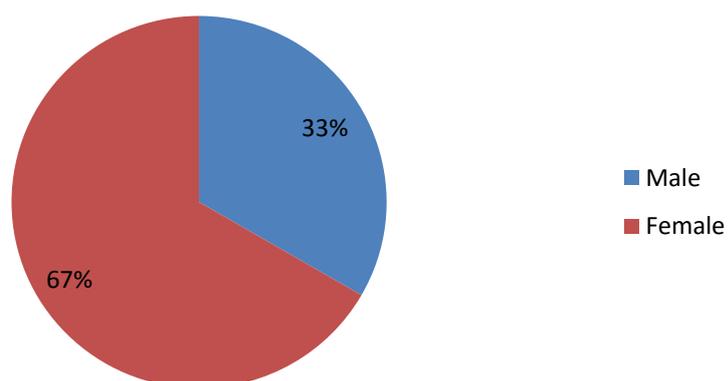
3. Number of years taught at tertiary levels

Total academic staff	Number of years
3	Five months
1	Six months
1	Nine months
1	One year
2	Three years
2	Five years
1	Six years
1	Eight years
1	Nine years
1	Twelve years
1	Fifteen years
1	Thirty years
5	Did not indicate the years taught at tertiary levels

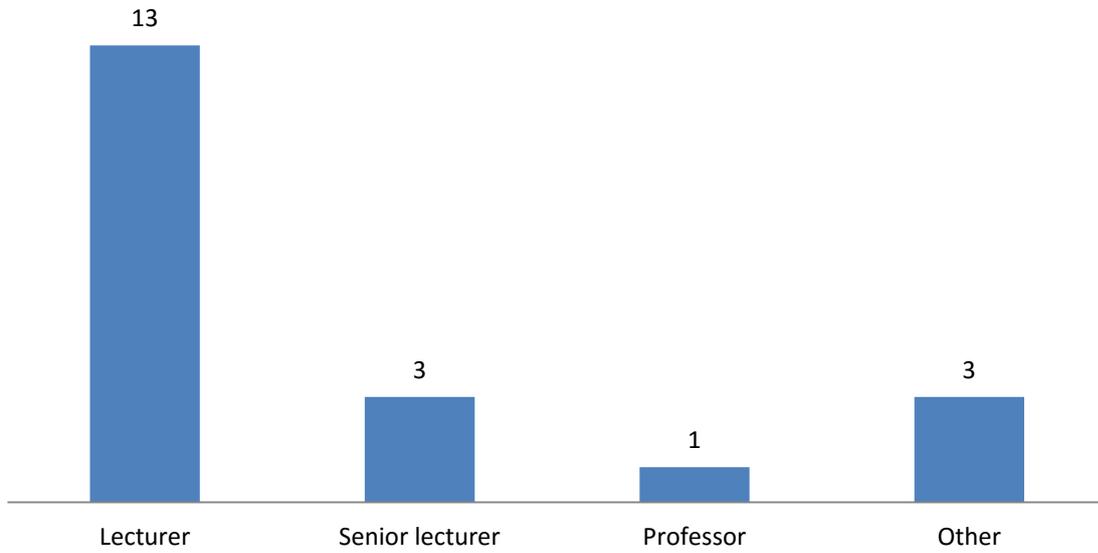
4. Number of articles published by IUM Academic staff per year

Total Articles	Year
1	2009
2	2010
2	2012
2	2014
3	2015
3	2016
8	Did not respond to this question
TOTAL IUM STAFF WHO RESPONDED SINCE 2009	13 Articles
TOTAL ARTICLES PUBLISHED BY IUM ACADEMICS IN NJMS	
5 articles	2015
5 articles	2016
TOTAL NJMS	10 articles

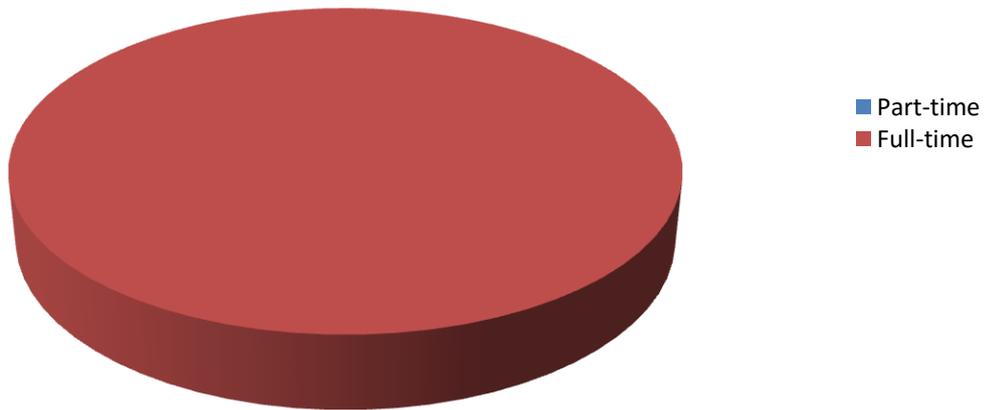
5. Gender of the respondents



6. Academic Status



7. Employment Status



8. Level of Participation in Research

STATEMENTS	TOTAL	Percentage
I will support the idea of hosting an IUM research day once per year	17	81%
I am interested in participating in research activities at IUM	14	66.7%
I will be part of an IUM Research Community of Practice if it is established	14	66.7%
I will attend such regular research presentations (Brown Bags ¹)	13	61.9%
I will be willing to present a research paper at the IUM Research Day	10	47%
I am working on my thesis in partial fulfilment of a doctorate degree	8	38.1%
I am working on an academic research paper for publishing in a scholarly journal	7	33.3%
I am teaching research methods	6	28.6%
I have received both copies of : Namibia Journal of Managerial Sciences	4	19%
I am supervising postgraduate students	3	14.3%
I am involved in a collaborative research involving other institutions	3	14.3%
I am interested in conducting research but will not have time to participate	3	14.3%
I am currently occupied with my own independent research	2	9.5%
I am involved in a research consultancy	1	4.8%
I have a research project to present if Research Division organize a platform	1	4.8%
I am working on a post-doctoral research	-	-
I have contributed a paper to the NJMS and was not published	-	-

¹ A brownbag is a practice at many American Universities where academics and students come together during lunch to listen to a presentation about any topic of interest by academics, industry experts and GRN officials. They come with their lunch boxes if snacks are not provided for the day.

9. Research Competency

Please note:

This part of the questionnaire did not apply to PhD holders, Professors or academic staff with many years of research experience.

Self-evaluation Criteria	Excellent	Good	Fairly good	Poor	Very poor
Competency in Research Design	4.8%	51.8%	14.3%	4.8%	-
Competency in Consultancy Proposal writing	9.5%	38.1%	19%	14.3%	-
Competency in Report writing	14.3%	47%	19%	-	-
Competency in Sampling Techniques	9.5%	28.6%	33.3%	9.5%	-
Competency in field projects management	4.8%	33.3%	14.3%	28.6%	-
Competency In office project management	4.8%	38.1%	14.3%	23.8%	-
General competency in numeracy	9.5%	42.9%	9.5%	9.5%	-
Competency in the use of SPSS software	4.8%	14.3%	4.8%	33.3%	19%
Competency in the use of qualitative methods	4.8%	38.1%	38.1%	-	-
Competency in the use of quantitative methods	4.8%	38.1%	23.8%	4.8%	4.8%
Competency in Data management	4.8%	19%	33.3%	23.8%	-
Competency in teaching research to students	9.5%	38.1%	33.3%	-	-
Competency in complex data analysis techniques	4.8%	23.8%	19%	9.5%	19%
Competency in Post-graduate research supervision	19.0%	23.8%	19%	14.3%	-
Average Competency	13.3%	33.9%	18.4%	12.6%	3.1%

10. Level of involvement to help to establish a Research Culture at IUM

Interventions	Yes	No
Do you think that you can afford at least 10% of your teaching per semester on research?	100%	-
In case there are research competencies that you need to improve would you participate in training organized to strengthen the research capacity at IUM?	100%	-
Do you have graduate students that you want to recommend to us for research supervision?	27%	73%
Is research a major activity in your teaching?	61%	39%
Does your job require supervising post-graduate students?	35%	65%

11. GENERAL COMMENTS

- IUM should facilitate monthly research seminars to train the inexperienced lectures.
- Provide research coaching sessions once a month
- Developing research funding
- Developing research policy which must be strictly enforced
- Set minimum target amount of academic paper/ article to be published by each department/ faculty in an academic year.
- Developing partnership with outside institutions to expand research opportunities
- Encourage students to publish articles/ academic paper
- Give awards to students that try to publish during their academic year as this will motivates others.

- I believe the most important part is to develop research training program. This will help the faculty/ individual with low minimum experience in research to become more proficient if training and support is provided.
- Support research through sabbaticals
- Employ more tutors who can assist with time consuming activities such as marking so that time for lecturers is freed up for research activities
- To attend research training workshops on research design, research methodology and practice, to involve in publication and supervision. We learn much better through practice.
- There should be defined research goals and also reduction in teaching hours to make time for research
- We should create platforms where researchers present their research to both students and staff
- Academic staff with good research experience should be acknowledged but not necessarily in terms of monetary awards but during graduation ceremonies or yearly official openings
- Copies of all research conducted by IUM should be kept in our libraries
- Our students need serious attention when it comes to research IUM should have Research Methodologies registered as a subject. How is it that Honours students are expected to complete their research projects without being given research training?
- Those supervising students must be given training on research supervision. Provide research training to academic staff who need it 2. Involve all IUM Branches in research activities
- All lecturers must receive a 1 day training on research methodology
- Lecturers from East or West Africa will do better to provide that training than experts in Southern Africa on Research Methodologies.
- The University should buy econometric software called E-Views (or SPSS) used in quantitative analysis of dat.
- All undergraduate students should be introduced to this software 4 Research methodology should be a compulsory module in the first and second years of undergraduate studies
- Establish a research committee to ensure there is uniformity in handling research to all our student at IUM

- Encourage departments to work on collaborative research, provided the University solicits funding for such projects. The staff can also be given even a week of during the Mid-semester break; they can use this time to focus on research-related activities even outside the University. I am supervising undergraduate students, some have very interesting topics, and perhaps staff members can also be supported to jointly publish with their students.
- There was a list of topics that were circulated around the departments, our school selected some which we could possibly work on, and the Research/Consultant's office started off with 1 or 2 meetings to support those who were interested, but since the 2nd meeting, no further communication came through regarding these projects.
- I must say this was a good starting point, people just need to commit generally, from my observation, it is difficult for an individual to secure funding for research, and thus collaboration with the support of institutions is the easier way to go.

12. RECOMMENDATIONS

The key recommendations that will generate interest in developing a research culture at IUM are the following:

The IUM Research day must be planned and launched where IUM academic staff and invited scholars will present their work

The papers that are presented must be compiled into a publication and some must be considered for the Namibia Journal of Managerial sciences

The research Division must develop a research pool where research papers and books published by IUM academic staff are deposited with copies kept in the IUM library

Funding must be sourced from external funding sources to support IUM research activities

IUM academics must be encouraged to present their works at seminars and conferences in African provided that these do not involve costs to the University.

Training in research must be provided to the Academic staff and students. In fact, training in research must be compulsory for honours and post-graduate students. IUM should seriously consider a taught course in research for both IUM undergraduate and graduate students.

13. CONCEPT DEVELOPED FOR IUM RESEARCH DAY

The International University of Management is a private, state-recognized university based in Windhoek, Namibia. IUM specializes in training innovative specialists for the public and private sectors who will provide leadership at national and international level in the area of Managerial Sciences. The university offers Bachelor and Master programs in Strategic Management Information Technology, Human resources, Travel, Tourism, and Hospitality, Business Information Systems, Business Administration, Finance Management, HIV/Aids Management and other subjects.

IUM is hosting a Research Day on **Wednesday 28 September 2016** as part of the University's Program to encourage the growth of a research culture at IUM and strengthening of development research capacity of Namibia. Part of the objective is to bring researchers together to share the results of their work and to discuss the current trends of academic and applied research in Namibia.

The Research Day Program seeks submissions from academia, government, and industry presenting novel research results in all practical and theoretical aspects of research and development. Theoretical papers must make a convincing argument for the relevance of the results in their application to development issues in Namibia or in the Southern African Region. Submitted papers must not substantially overlap papers that have been published or that are simultaneously submitted to a journal, conference or workshop. Simultaneous submission of the same work is not allowed. Authors of accepted papers must guarantee that their papers will be presented at the Research Day if accepted.

The University welcomes papers on any related topic. Suggested themes of research may include but not exclusive to:

- Travel, Tourism and Hospitality
- Business Administration
- Managerial Sciences
- Information and Communication Technology
- The role of the media in development
- The development and adoption of new innovations

- Rural Development
- Land Reform
- Gender Mainstreaming
- Human Resource and Capacity Development
- Financial Management and Budget Control
- Good Governance

Selected authors or institutions will be notified to present their work at the **IUM Research Day**. In addition, the papers will be considered for publishing in the next Volume of the *Namibia Journal of Managerial Sciences* which is an internationally peer-reviewed publication of the International University of Management (IUM). Timely submission of the papers is critical to the success of the program. The procedures and timetable enumerated below will apply.

1. *Deadline for Proposals*

By **September 10, 2016**, authors should submit a one to two page proposal for their papers including the title, a short description of the topic(s) to be addressed, the approach that will be taken, and a survey of existing literature on the subject. Proposals, along with authors' contact information, should be submitted via e-mail to k.muchombu@ium.edu.na. The number of accepted papers might be limited. The University will contact authors regarding their proposals.

2. *Presenting the Paper*

Authors who are invited and accepted to present their papers at the **IUM Research Day** should make every effort to attend the event and present their work to the plenary sessions. These authors will be contacted in advance of the Programme.

3. The criteria for acceptance of the papers will reflect:

- Originality of ideas;
- Clarity of presentation;
- Contribution to reinsurance literature; and,
- Thorough treatment of those ideas.
- How these papers can advance research in Namibia
- It is hoped that the authors will also submit their papers for publication in *the Namibia Journal of Managerial Sciences* in accordance with the journal's submission procedures that will be forwarded to presenters in due course.

- However, acceptance of a paper for the Research Day does not guarantee its acceptance for publication in *the journal* because the papers have to be internationally peer-reviewed.
- *IUM will accept only* online submissions.

Questions may be addressed to **Dr. Rukee Tjingaete** via e-mail at r.tjingaete@ium.edu.na. Your participation in this effort to develop and strengthen a research culture in Namibia will contribute to the written body of knowledge for the IUM and to the success of our university in general.