UNIVERSITY PROFILE

A NAMIBIAN UNIVERSITY DEDICATED TO ITS PEOPLE’S FUTURE
Our philosophy is to focus on the development of quality human capital. The latter is a rare commodity in most, if not all, African countries. So, the continent is faced with this mammoth task of producing much needed productive skills required to transform the continent in order to achieve sustainable economic growth and development... as we embark on this thorny path, efforts should be directed towards instilling a sense of ethic and positive attitude in our graduates and equip them with skills of adaptation, taking into accounts that we are training for the global village.

Hon. Dr. David Richard Namwandi
Founder and Council Chair
The International University of Management (IUM) has its roots in the Institute of Higher Education which was formed in 1994 by Dr. David Richard Namwandi with one student. IUM was officially launched as a private university in Namibia on 26 October 2002 by the then State President, H.E. Dr. Sam Shafishuna Nujoma. The University’s population has since then grown and in terms of the student population, is currently more than 10,000 students.

**OUR PURPOSE**

The purpose of the University is to educate and train young managers and entrepreneurs of the future who will go out into the world and help to create employment and generate wealth in those sectors of society where there is most need, demand or opportunity. In this regard, IUM has made extensive analysis and meta-analysis of the Namibian cabinet-approved National Human Resource Plan 2010 – 2025. The plan highlights the main skills gaps in various sectors of the Namibian public and private sectors. In addition, IUM maintains a policy of continuous engagement with key stakeholders and captains of industry and commerce as well as employers in general on matters pertaining to the needs of the labour markets has borne fruits. IUM qualifications are thus driven by real demands in the labour market and are designed to make a significant contribution to bridging different types of knowledge gaps in the country.
OUR PRINCIPLES
The IUM’s vision, mission, strategic goals and objectives constitute the first layer of the foundation upon which the coordinated operations of the institution, its programmes, and implementation processes are anchored.

OUR VISION
To encourage and develop an African cadre of men and women who can operate at international standards in business and management.

OUR MISSION
To establish a higher seat of learning in Namibia and train innovative specialists for the public and private sectors for Namibia and other countries in the world, and to train dedicated knowledge workers who will provide leadership at national and international levels.

OUR VALUES
Commitment
Professionalism
Relevance
Integrity
Excellence
Innovativeness
OUR GOALS

- To entrench the IUM as a centre for high quality education/teaching and life-long learning to a standard befitting international standards of any university;
- To sustain and foster IUM as a global hub for Management Science and Information Technology;
- To develop effective strategies to recruit and retain high quality staff in accordance with equal opportunities;
- To develop, strengthen and implement academic programmes to respond to, and meet the challenging human resources and leadership needs of the nation;
- To sustain and foster the reputation of a well-recognised private university in the SADC region, the African continent and the world through its degree qualifications, research and outreach activities; and,
- To sustain and promote the norm that “the University is different”.

- To adhere to and follow all concerns contained in the National Council of Higher Education (NCHE) and Namibia Qualifications Authority (NQA) regulations, guidelines, principles and procedures, to meet the expectations of the NCHE/NQA (as the national legal/regulatory authorities);
- To excel in teaching and learning by formulating labour-market driven academic programmes;
- To undertake world-class scholarly research to be integrated into the body of globalised knowledge-based economy;
- To introduce the necessary changes required for the organisation and management of IUM;
- To utilise and sustain the implementation of quality assurance and management policies and the principles of good governance;
- To strengthen the complementary role of IUM in the system of higher education in the country and further;
- To implement existing MoUs and form strategically new MoUs to support and accommodate further growth and expansion of IUM;
- To sustain the high commitment to Corporate Social Responsibility (Community Engagement Activities (CEA); and,
- To accommodate and meet the requirements of stakeholders, clients, and other interested parties who desire smooth growth and further expansion of IUM;
- To attract and value students from a wide diversity of background; promote equal educational opportunities for disadvantaged and under-represented groups; encourage and support all students in their studies and beyond; and foster in them a sense of the University’s vision and what it means to belong to a scholarly community;
- To develop and nurture strong collaborative and mutually beneficial links with business, industry, national and international professional bodies; local and central government as well as external communities, including graduates, alumni, schools, other tertiary institutions and research organisations.
• Intensive efforts to diversify the University’s offerings at both undergraduate and postgraduate levels are on-going and aimed at addressing different socio-economic and management science needs in Namibia.
• IUM seeks to offer demand driven academic and short course programmes.
• The University is also distinct in its desire to be driven by the needs of the country and dedicates its efforts to the generation of the socio-economic wealth of its people and enhancement of national opportunities.
• IUM is primarily aimed at the development of managers of the future and wealth creators in society. The social aim of the university is to impart positive goal oriented attitudes that value creativity, self-reliance, self-development, and teamwork for young managers of the future.
• The University embraces the best theory not as an intellectual end in itself, but as the raw material of sound practice since the best principles and practice of management are based upon well tested theories.
• The University is significantly organized and resourced to make a positive contribution to the development of our country and thus directs its efforts at today’s national needs and anticipates the challenges that have to be inevitably faced in the future.

• The philosophical foundation and basis of the University are firmly rooted in the broad disciplines of Management and ICTs. To this regard, and since its inception, IUM has gained recognition as a centre of excellence in the teaching and research of management sciences and ICT disciplines at all levels.
• The university programmes have attracted students from Namibia and twenty other countries in Africa and beyond, which is a sign that the University’s demand driven programmes are popular in many countries of the world.
• IUM is the first of its kind in Africa to establish a Faculty of HIV/AIDS. Given the magnitude of the HIV and AIDS pandemic in Africa, the importance of such a faculty cannot be overemphasized.

• IUM is the first in Africa to establish the Case Writing House. This came at the realisation that the existing American and European cases cannot be effective in the African environment owing to the deep cultural divide between these worlds (The Case Writing House is a department responsible for the stimulation of case writing using Grounded Theory Research Methods and the editing, control, and publication of these case studies).
OUR NOTABLE ACHIEVEMENTS

• Complementing government commitment to providing higher education that is accessible, affordable and relevant to the nation.

• Providing academic programmes and courses that are demand driven and tailored to society’s needs.

• Producing on annual basis a remarkable number of graduates at both under and post graduate levels with managerial, innovative and entrepreneurial skills.

• Expanded rapidly in the various regions of which its campuses not only contribute to producing market driven human resource capacity but also play a pivotal role in regional growth by creating direct and indirect employment.

• Establishing a wide range of cooperation with national and international institutions and organizations, thus creating valuable platforms and opportunities for collaboration and academic engagements.

• IUM is the first institution of higher learning which is committedly implementing the Namibian cabinet approved National Human Resource Plan (2010 – 2025).

• IUM awarded a number of honorary degrees to persons who had made commendable contribution to humanity and society as a whole.
IUM CURRENTLY HAS THE FOLLOWING CAMPUSES, CENTRE AND BRANCHES

- Main Campus, Dorado Park - Khomas Region;
- Centre of Excellence for Education - Oshana Region
- Nkurenkuru campus - Kavango West Region;
- Coastal Campus - Erongo Region.
- City Branch - Khomas Region

The Dorado Park campus is the biggest in terms of student numbers and facilities. It is the university’s main campus and a seat of the office of the Vice-Chancellor and all head office administrative and management staff structures.
1. **The Chancellor**: The Chancellor is the ceremonial non-resident head of the university.

2. **IUM Governing Council (GC)**: The GC is the highest policy making organ of the university and consists of 12 non-resident members appointed on the basis of outstanding leadership in private and/or public sectors. The Chairperson presides over the business of the Council.

3. **Legal Advisor/Company Secretary**: The Legal Advisor/Company Secretary is the custodian of all the proceedings, decisions and documents of the Governing Council and server, at the same time, as the legal guardian of both the Governing Council and/or the Vice-Chancellor and University at large.

4. **Vice Chancellor**: The VC is a full time chief executive of the university, assisted by a Deputy Vice Chancellor.

5. **IUM Executive Committee (EXCO)**: The EXCO is the committee of the Governing Council of the University that has been entrusted with the General Management of its affairs. The EXCO is composed of the Senior Executives of the University who in turn are assisted by various senior and middle level managers on the administrative side as well as Deans and Heads of Departments (HODs) on the academic side.

6. **Senate**: The Senate is the academic authority of the University and is responsible to the Governing Council for the general regulation of the instruction, education and research within the University. The Vice Chancellor presides over the business of the Senate.
AT THE MOMENT THE UNIVERSITY HAS THE FOLLOWING:

(A) FACULTIES

(i) Faculty of Business Administration
(ii) Faculty of Strategic Management and Leadership
(iii) Faculty of Information and Communication Technology
(iv) Faculty of Tourism, Hospitality and Events Management
(v) Faculty of Health and Social Sciences
(vi) Faculty of Education

(B) FACULTIES

I. Graduate School of Business (GSB)
II. Centre of Environmental Studies (CES)
III. Centre For Improved Institutional Performance (CIIP)
PROGRAMMES OFFERED

SCHOOL OF POSTGRADUATE STUDIES

- Doctor of Philosophy (PhD) in Business Administration (NQF Level 10)
- Doctor of Philosophy (PhD) in Information and Communication Technology (NQF Level 10)
- Doctor of Philosophy (PhD) in Education (NQF Level 10)
- Doctor of Philosophy (PhD) in Tourism and Hospitality (NQF Level 10)
- Doctor of Philosophy (PHD) in Natural Science (NQF Level 10)
- Doctor of Philosophy in Sustainable Development (NQF Level 10)
- Doctor of Philosophy in Integrated Natural Resources Management (NQF Level 10)
- Master of Business Administration (Marketing) (NQF Level 9)
- Master of Business Administration (Finance) (NQF Level 9)
- Master of Business Administration (Management) (NQF Level 9)
- Master of Business Administration (Human Resources) (NQF Level 9)
- Masters in Nursing Science (NQF Level 9)
- Masters in HIV/AIDS Management (NQF Level 9)
- Master of Education – Educational Leadership, Management and Policy Education (NQF Level 9)
- Master of Science in Information Technology (NQF Level 9)
- Master of Science in Tourism & Hospitality Management (NQF Level 9)
- Master in International Relations, Diplomacy and Management (NQF Level 9)
- Master in Public Policy and Management (NQF Level 9)
- Master of Science in Integrated Environmental Management and Sustainable Development (NQF Level 9)
- Masters of Science in Conservation Agricultural Management (NQF Level 9)
- Postgraduate Diploma in Finance Management (NQF Level 8)
- Postgraduate Diploma in Public Policy and Management (NQF Level 8)
- Postgraduate Diploma in Events Management (NQF Level 8)
- Postgraduate Diploma in Paediatric Nursing (NQF Level 8)
- Postgraduate Diploma in Education (NQF Level 8)
- Postgraduate Diploma in Higher Education (NQF Level 8)
PROGRAMMES OFFERED

HONOURS DEGREES

- Bachelor of Economics Honours (NQF Level 8)
- Bachelor of Business Administration Honours (NQF Level 8)
- Bachelor of Finance Management Honours (NQF Level 8)
- Bachelor of Accounting Honours (NQF Level 8)
- Bachelor of Human Resource Management Honours (NQF Level 8)
- Bachelors of Marketing Management Honours (NQF Level 8)
- Bachelor of Science in Software Development Honours (NQF Level 8)
- Bachelor of Science in Business Information Systems Honours (NQF Level 8)
- Bachelor of Science in Electronics Honours (NQF Level 8)
- Bachelor in Nursing Honours – Bnur Hons. (NQF Level 8)
- Bachelor in Education Honours: Educational Leadership, Management and Policy (NQF Level 8)
- Bachelor of Education in Secondary Education Honours (NQF Level 8)
- Bachelor of Education in Pre and Junior Primary Education Honours (NQF Level 8)
- Bachelor of Education in Senior Primary Education Honours (NQF Level 8)
- Bachelor of Tourism, Hospitality & Events Management Honours (NQF Level 8)

BACHELOR DEGREES

- Bachelor of Economics (NQF Level 7)
- Bachelor of Business Administration (NQF Level 7)
- Bachelor of Finance Management (NQF Level 7)
- Bachelor of Human Resource Management (NQF Level 7)
- Bachelor of Marketing Management (NQF Level 7)
- Bachelor of Science in Software Development (NQF Level 7)
- Bachelor of Science in Business Information Systems (NQF Level 7)
- Bachelor of Tourism, Hospitality & Events Management (NQF Level 7)
**PROGRAMMES OFFERED**

**DIPLOMAS**
- Diploma in Business Administration (NQF Level 6)
- Diploma in Finance Management (NQF Level 6)
- Diploma in Human Resources Management (NQF Level 6)
- Diploma in Marketing Management (NQF Level 6)
- Diploma in Business Information Systems (NQF Level 6)
- Diploma in Education (Pre and Junior Primary) (NQF Level 7)
- Diploma in Tourism, Hospitality & Events Management (NQF Level 6)

**CERTIFICATES (NQF Level 5)**
- Certificate in Business Administration (NQF Level 5)
- Certificate in Finance Management (NQF Level 5)
- Certificate in Human Resources Management (NQF Level 5)
- Certificate in Marketing Management (NQF Level 5)
- Certificate in Business Information Systems (NQF Level 5)
- Certificate in Health and Wellness Studies (NQF Level 5)
- Certificate in Pharmacist Assistant (NQF Level 5)
- Certificate in Tourism, Hospitality & Events Management (NQF Level 5)

**DISTANCE AND E-LEARNING CENTRE**

IUM launched its Distance and Open Learning programme several years ago and hence giving opportunity to persons who, for various reasons, could not access full-time or part-time university programmes opportunity to enroll in all the programmes the university offered on full-time and part-time modes at all levels: Certificate to Bachelor Honours degree levels. IUM was admitted to the membership of the Distance Education Association of Southern Africa (DEASA) in 2012.

IUM outsourced the administrative aspects of this service to the Institute of Open Learning (IOL) several years ago. This arrangement has, however, now ended and the university is set to use E-Learning, Blended E-Learning, and Blended Learning to offer its programmes across the board.

IUM recognizes that in the digital era, the theory and practice of distance education/learning are fast being subsumed by online education and eLearning and is prepared to meet the consequences of this reality head on. In this regard, the Distance and E-Learning Centre will use fine-tuned or digitized distance learning, e-learning, and blended e-learning to support student learning across all faculties in the university.
CENTRE FOR ENVIRONMENTAL STUDIES (CES)

- Doctor of Philosophy (PHD) in Natural Science (NQF Level 10)
- Doctor of Philosophy (PHD) in Integrated Natural Resources Management (NQF Level 10)
- Doctor of Philosophy (PHD) in Sustainable Development (NQF Level 10) (Can Major in Sustainable Communities and Inclusive Development)
- Master of Science in Integrated Environmental Management and Sustainable Development (NQF Level 9)
- Master of Science in Climate Change Mitigation and Adaptation (NQF Level 9)
- Master of Science in Conservation Agricultural Management (NQF Level 9)
- Bachelor of Environmental Management and Sustainable Development Honours (NQF Level 8)
- Bachelor of Climate Change Mitigation and Adaptation Honours (NQF Level 8)
- Bachelor of Conservation Agriculture Management Honours (NQF Level 8)
GRADUATE SCHOOL OF BUSINESS

MASTERS (NQF LEVEL 9)

• Master of Business Administration (MBA): Finance
• Master of Business Administration (MBA): Management
• Master of Business Administration (MBA): Marketing
• Master of Business Administration (MBA): Human Resources

PhDs (NQF LEVEL 10)

• Doctor of Philosophy (PhD) Degree in Business Administration (NQF Level 10)

SCHOOL OF POSTGRADUATE STUDIES

• Doctor of Philosophy (PhD) in Business Administration (NQF Level 10)
• Doctor of Philosophy (PhD) in Information and Communication Technology (NQF Level 10)
• Doctor of Philosophy (PhD) in Education (NQF Level 10)
• Doctor of Philosophy (PhD) in Tourism and Hospitality (NQF Level 10)
• Doctor of Philosophy (PHD) in Natural Science (NQF Level 10)
• Doctor of Philosophy in Sustainable Development (NQF Level 10)
• Doctor of Philosophy in Integrated Natural Resources Management (NQF Level 10)
• Master of Business Administration (Marketing) (NQF Level 9)
• Master of Business Administration (Finance) (NQF Level 9)
• Master of Business Administration (Management) (NQF Level 9)
• Master of Business Administration (Human Resources) (NQF Level 9)
• Masters in Nursing Science (NQF Level 9)
• Masters in HIV/AIDS Management (NQF Level 9)
• Master of Education – Educational Leadership, Management and Policy Education (NQF Level 9)
• Master of Science in Information Technology (NQF Level 9)
• Master of Science in Tourism & Hospitality Management (NQF Level 9)
• Master in International Relations, Diplomacy and Management (NQF Level 9)
• Master in Public Policy and Management (NQF Level 9)
• Master of Science in Integrated Environmental Management and Sustainable Development (NQF Level 9)
• Masters of Science in Conservation Agricultural Management (NQF Level 9)
• Postgraduate Diploma in Finance Management (NQF Level 8)
• Postgraduate Diploma in Public Policy and Management (NQF Level 8)
• Postgraduate Diploma in Events Management (NQF Level 8)
• Postgraduate Diploma in Paediatric Nursing (NQF Level 8)
• Postgraduate Diploma in Education (NQF Level 8)
• Postgraduate Diploma in Higher Education (NQF Level 8)
• Certificate: Secretarial and Office Administration
• Diploma: Office Administration
• Certificate: Bookkeeping
• MDP: Management Development Programme
• Computer Studies: Fundamentals of Databases
• Computer Studies: Advanced Data base design
• Computer Studies: Web development
• Computer Studies: PC Maintenance
• Entrepreneurial Studies: Foundational Entrepreneurship
• Entrepreneurial Studies: Advanced Entrepreneurship
• Preparatory Course
• English Language Upgrade Course
• Foreign/Second Language Courses: French; German; English – Foreign/Second Language
• Professional Development and Soft Skill Workshops
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