THE DIES ALUMNI NETWORK IN EASTERN AFRICA (REAL)

Working with Alumni in the field of HE Management to effectively sustain Capacity Development Programmes: Experiences and insights from Eastern Africa

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REGIONAL COORDINATOR.
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Introduction

Vision

- DIES - Innovative Strategies in HE through Dialogue
- REAL – Facilitator in improving quality in HE through Capacity Building
Our Context (REAL)

- HEI in the Eastern Africa Region are facing similar challenges that affect quality.

- That the DIES programmes, UNISTAFF, IDC and UNILEAD have trained university staff in competencies that support quality improvement initiatives and capacity building at institutional level.

- The focus is to develop capacity through project support and mentoring.
Focus Cont.

- Support Alumni in their professional functions
- Improve contact of the alumni with host universities and decentralise their activities to local areas.
- Facilitate exchange of knowledge, ideas and experience and build strong relationships amongst alumni
- Establish an efficient communication network amongst alumni and HE agencies in the region.
HISTORY

- Established in 2006 {UNISTAFF alumni}
- In 2009, its membership expanded to include alumni of IDC and UNILEAD
- 2010 REAL launched its activities as a DIES alumni network in Eastern Africa
- 2010 Representatives of country chapters were trained in project management
- Ethiopia, Kenya, Malawi, Sudan, Tanzania Uganda
Activities

• Exchange of experiences through conferences and workshops with focus on QA in HE
• Capacity building through TOT
• Planning for future activities in member countries
• Identification of projects and project coordinators
NATIONAL CHAPTER TRAINING COORDINATOR

Ethiopia
- Abebaw Kebede Gashaw

Kenya
- Hamadi Boga

Malawi
- Lewis Dzimbiri

Sudan
- Hassan Mudawi

Tanzania
- Baanda Salim

Uganda
- Stephen Odama
REGIONAL NETWORK

- **Regional Network Coordinator:** Katana Gabriel
- **TEAM:**
  - Abebe Dinku (Ethiopia)
  - Helen Mondoh (Kenya)
  - Asenath Sigot (Kenya)
  - Jimmy Namangale (Malawi)
  - Hassan Mudawi (Sudan)
  - Gabriel Mbassa (Tanzania)
  - Mohamed Menya (Uganda)
Regional Conference and Training, 2010 Kenya

Participants: Representatives of National Chapters, Selected ToT participants, resource persons from Germany and from Guatemala, IDC resource persons, Quality Assurance coordinators, Commission for Higher Education (Kenya), Other stakeholders in higher education, Local participants.
Capacity Building
Achievements

- Country Meetings in Uganda, Sudan, Ethiopia, Kenya and Malawi
- Identification of multiplication projects
- Three successful project proposals & PAPs
  - Ethiopia – Quality Assurance Phase I already undertaken
  - Uganda – Training of postgraduate supervision to take place end of this month
  - Kenya – Training of Managers of newly established university colleges – Phase I and II already undertaken
  - Other training activities include training for proposal writing undertaken by KDSA
- Establishment of a communication portal i.e the REAL Yahoo group
- Collaborative working relation with Higher Education organs such as CHE and NCST.
Emerging Realities & Trends

- There is strong involvement and participation of alumni in some member countries.
- There is also evident slow picking up of project implementation in other countries despite the identification of priority projects.
- Lack of clear leadership structures in some chapters and therefore noticeable low group activity.
- Increased support from universities & Higher Education agencies (CHE, NCST,)
- Recognition of the Network.
- REAL members as resource people.
Trends (Regional)

- Changing structures of HEI – Need for Academic Leadership
- Expansion of HE with establishment of new institutions
- Changing profiles of clientele to HE – need for new approaches
- Quick knowledge multiplication
- Collective vs Individual approaches to innovative strategies
- Collaborative approaches to HE Research
Alumni (in own context)

- Resource people in training, consultancy and change projects implementation
- Best skilled contact persons for international linkages
- Alumni in high positions of leadership and management
- Balance between individual interest and professional growth and commitment to network activities at national and regional levels
Challenges

• How to achieve functional chapters in all the member countries?
• How to effectively sustain the multiplication projects
• Involvement and integration of all alumni
• Forum for orientation of new DIES graduates.
Prerequisites for Sustaining capacity development by working with Alumni in EA

- Make Alumni from all DIES programs appreciate and agree on the essence of the Network.
- Recognition of the intercultural diversity even at country level in order to appreciate the differences in approaches by various chapters.
- Ensure that country priority projects have been agreed upon by members.
Prerequisite cont.

- Recognize and appreciate project priority areas suggested by training participants, institutions and HE agencies.
- Embracing diversity and appreciate different approaches.
- Involved leadership at all activities to represent institutions, skills and other alumni.
- Shape priority project to specific institutional and national flagship projects in HE
Prerequisite

- Identification and keeping of successful local project coordinators
- Support Alumni institutional projects by mentoring and coaching.
- Continuous communication, sharing and evaluation of project impacts.
Opportunities

- Experience from already implemented projects
- Skilled human resource (Alumni)
- Support from national and regional higher education agencies in REAL projects
- Networking
- Adaption of the training model of the proposal writing to train university support and future deans
- Training needs for HEI staff
- Further Training of Trainers
Suggestions and Conclusion

Identify and encourage successful chapter projects

- Identify country and institutional project coordinators
- Support alumni in their professional functions by lobbying for strong working relations with HE agencies in their countries and region.
- Undertake capacity development programmes relevant to institutions and national goals
- Promote team work in the Network for project which are of common interest in various chapters.
- Encourage other chapters to identify and implement change projects.
• Identification of other university staff with potential and interest to implement projects and support them in identifying appropriate and relevant project proposals.

• **Accompany and counsel** the trainees during project development and implementation
HE Management Training II at Pwani University College 25th October 2011
Project Coordinator Kenya
Group work
THE (REAL) JOURNEY-2007
Thinking DIES- Networks
Change by Exchange
Merry Christmas & Prosperous 2012 to You and Your Family.
Kind Regards,
DIES – Alumni Network in Eastern Africa (REAL)
THANK YOU

Real

ASANTE SANA