

BUILDING, NURTURING AND RETAINING THE NEXT GENERATION OF ACADEMICS

Executive summary

Sum Amount requested from the Corporation in USD \$ **1,900,000**

Beginning Date: October 1, 2010

Ending Date: September 30, 2012

Narrative

Makerere University has been implementing the Carnegie Institutional Development Program since 2001 for a total grant of USD 16 million. The grant has supported a number of activities including the strengthening of research capacity through provision of research grants to two thematic research areas of Food, Nutrition and Value Addition and Good Governance; affirmative action through scholarship support for disadvantaged but eligible women to undertake undergraduate degrees at Makerere University; institutionalizing quality assurance in university operations; support to the operationalisation of resource mobilization unit; automation of the university library and support to e-learning at Makerere. The impact of the Carnegie support complemented by other development partners has seen a tremendous improvement in the human resource capacity in research management, quality of research outputs including dissemination, resource mobilisation, and quantity and access to e-resources among others. However, despite the achievements realized by the University in the last 10 years, it is still faced with capacity challenges.

This proposal seeks to ride on these achievements through building and retention of the next generation of academics by a critical mass/community of scholars for impact in the country focused on the thematic area of 'Food, Nutrition and Value Addition'. The desire to build capacity and retain the next generation of academics is in line with the Makerere University mission – 'To provide innovative teaching and learning, research and services responsive to national and global needs'. Human capital development is also the current focus of the Carnegie Corporation of New York on Higher Education and Libraries that is in alignment with the Corporations overall mission.

The overall goal of this proposal is to improve capacity of Makerere University and other public universities to retain academic staff. The goal will be realised through two lines of intervention, namely human resource development and Fostering retention of academics.

Strategic Intervention 1: Human Resource Development

Objective 1.1: Increase human resource capacity in the thematic area of food, Nutrition and Value Addition

Activities

- i) Providing grants to cover tuition and research costs for 20 PhD students (at least 30% to women) in the thematic area of Food, Nutrition & Value Addition on a competitive basis.

ii) Providing grants to cover tuition and research costs for 20 Masters students (at least 50% to women). This training will greatly contribute to the pool of academics particularly women to undertake PhD training in this theme.

Key outputs:

- At least 20 students enrolled and progressing well in their PhD programs
- At least 20 Masters students complete their programs by 2012

Objective 1.2. Enhance research management and communication skills of academic staff

Activities

- (i) Conducting training workshops in research management
- (ii) Conducting training workshops in scholarly writing & communication skills

Key outputs

- Two research management workshop sessions
- Two scholarly writing & communications skills workshop sessions
- Workshop evaluation reports

Strategic Intervention 2: Retention of next generation of academics

Objective 2.1. Increase research outputs from Makerere University in the thematic area of Food, nutrition and value addition

Activities

- (i) Providing research grants to 6 Postdoctoral research teams in Food, Nutrition and Value Addition
- (ii) Providing travel grants to 6 postdoctoral researchers to attend conferences and present findings

Key outputs

- Publications in peer reviewed journals increased by 10% by 2012 (using 2010 as baseline)
- Multi-disciplinary research teams firmly established at Makerere and attracting research grants

Objective 2.2. To enhance personal development skills of academic staff through mentorship in professional growth and soft skills with a focus on gender equality

Activities

- i. Orientation meeting & training in mentoring for mentors and mentees (PhD and Masters beneficiaries)
- ii. Administer the mentoring process (one to one, group and peer mentoring)
- iii. Monitoring progress of change in the mentees
- iv. Update the mentoring guide and strategy
- v. Document the mentoring experience

Expected outputs

- Roadmap for mentoring
- Clear documented roles and responsibilities of mentors and mentees
- An operational mentoring framework in place
- Publications and reports (print and audio visuals etc)

Desired Outcomes

- At least 20 young academics with doctoral degrees will have improved knowledge and skills to generate new knowledge
- The 20 young academics who obtain masters degrees will be able to articulate better on conceptual and policy issues relating to food, nutrition and value addition
- Improved mentoring culture evidence by professional growth and personal development
- PhD and masters young academic staff motivated to stay at Makerere
- Improved collaboration and networking with other public universities in the country

Innovativeness of this project

The project is quite novel with respect to the following aspects:

- Training for other public universities: Makerere University as a change agent is reaching out to enhance capacity at other public universities.

- Increase the pool of women for PhD training by training at Msc/MA: This is an affirmative action to raise the pool of women to later undertake PhD training with the goal of populating the higher echelons of academic positions at Makerere and other public universities
- Target at least 30% of training positions for women: Again this is affirmative action to enable more women access to graduate training
- Provide tuition to staff to undertake graduate training. This has been a limiting factor to would be graduate students at public universities

PROJECT SUMMARY					
	ITEM	YR 1 BUDGET	YR 2 BUDGET	TOTAL BUDGET	% OF OVERALL BUDGET
1	DISSEMINATION & OUTREACH	78,000	116,680	194,680	4.0
	<i>Conferences/meetings</i>	<i>78,000</i>	<i>90,000</i>	<i>168,000</i>	<i>2.6</i>
	<i>Multimedia & publication</i>	<i>-</i>	<i>26,680</i>	<i>26,680</i>	<i>1.4</i>
2	EQUIPMENT	9,000	-	9,000	0.5
3	OFFICE EXPENSES	11,860	11,860	23,720	1.7
4	SCHOLARSHIP TRAINING (20 PHDS & 20 MASTERS)	747,120	498,080	1,245,200	66.0
	<i>Affirmative MSc scholarship for women</i>	<i>176,400</i>	<i>117,600</i>	<i>294,000</i>	<i>16.8</i>
	<i>Competitive PhD scholarship</i>	<i>480,000</i>	<i>320,000</i>	<i>800,000</i>	<i>45.7</i>
	<i>Msc training within the Post Doc research</i>	<i>36,720</i>	<i>24,480</i>	<i>61,200</i>	<i>3.5</i>
5	OTHERS	154,080	106,920	261,000	27.8
	<i>Post doc research</i>	<i>141,480</i>	<i>94,320</i>	<i>235,800</i>	<i>13.5</i>
	<i>Mentorship,</i>	<i>30,000</i>	<i>20,000</i>	<i>50,000</i>	<i>2.9</i>
	<i>Research mgt,</i>	<i>24,000</i>	<i>12,000</i>	<i>36,000</i>	<i>2.1</i>
	<i>Scholarly writing,</i>	<i>24,000</i>	<i>12,000</i>	<i>36,000</i>	<i>2.1</i>
	<i>M&E</i>	<i>12,600</i>	<i>12,600</i>	<i>25,200</i>	<i>1.4</i>
6	STAFF COSTS/Extra Load	58,200	58,200	103,200	5.9

7	CONSULTANCY/SUB-CONTRACTS		50,000	50,000	
7	OVERALL TOTAL	1,058,260	841,740	1,900,000	100.0

KEY STAFF

The project will be coordinated and implemented by the Director, School of Graduate Studies assisted by the Director Planning Department. The other University Units that will play a role are the Directorate of Human Resources, and Directors in charge of research and graduate training at collaborating public universities. The Chief Program Implementer is the Director, School of Graduate Studies assisted by the following:

- Deputy Director (Research & Publications), School of Graduate Studies, Makerere University
- Director, Planning and Development, Makerere University
- Director, Human Resources, Makerere University
- Dean/Director of the School of Graduate Studies in each of the collaborating Public Universities
- Overall Desk officer at Planning Department