

Unam probes 80 cases of misconduct

• LUQMAN CLOETE

THE University of Namibia is investigating 80 cases of staff misconduct across its campuses, vice chancellor Kenneth Matengu says.

He made the revelation in a speech read on his behalf by Unam southern campus director, assistant pro-vice chancellor Eroid Naomab at the commencement of the 2019 academic year at Keetmanshoop yesterday.

The vice chancellor said 12 disciplinary hearings were held from 2018 up to date, of which eight resulted in dismissals.

Matengu said during the same period, 37 warnings were issued, 31 of them recently.

"A large number of students have also been issued with warnings, while others have been suspended," he added.

Matengu said his leadership will exercise zero tolerance on theft, fraud, corruption, all forms of gender-based violence, racism, xenophobia and maladministration.

He also warned students that plagiarism, vandalism of university property and any form of delinquency will not be tolerated.

"It is your part to comply, or be part of these statistics," the vice chancellor warned, while encouraging everyone to report theft, corruption or any form of dishonesty.

Employees at all levels will be held accountable to achieve their performance targets, and that such goals must be within applicable regulations and policies of the university's administration.

"An institution-wide performance management system will

be in place in four months. It will start with performance management contracts with top leadership, and then be cascaded to everyone" Matengu stated.

The vice chancellor also took issue with some directors and deans who do not take decisions, but were pushing non-strategic matters to his office.

"Don't send students from pillar to post; take decisions, that's why you are in positions," he said, adding that student queries should be attended to within 48 hours.

Equally, he reminded students that they will also be held accountable for their conduct.

Deviating from the vice chancellor's speech, Naomab said the southern campus is on track to reach its target of more than 2 000 students by 2020.

He revealed that the enrolment at the campus this academic year stood at 1 400, adding "we have achieved 70% of our target, and we still have two years left".

The campus' main goal for this year, said Naomab, was to secure funding to complete the construction of the first phase of the teaching facilities at the Noordhoek campus.

"Structural features of the building are completed, and we are only looking for money for the finishing touches such as tiling, painting, furniture, landscaping and equipment," he added.

According to him, the southern campus, which opened its doors in 2014, not only added two more academic programmes, but successfully established an entire new geoscience school. "Geoscience is finally home," he said.

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