

# **A strategy to promote research and consultancy assignments in the faculty: A case study of the Faculty of Science and Technology Mzumbe University, Tanzania**

**Joseph Sungau**

## **Abstract**

The research and consultancy services profile of the Faculty of Science and Technology of Mzumbe University has been of concern. The profile has been of concern due to the poor performance the faculty has in researches and consultancy assignments. In that regard, the faculty found it is necessary to improve the faculty performance in terms of researches and consultancy assignments for the health of the faculty. Following that need, the process to intervene and redress this situation started after the Dean of the Faculty attended International Deans' Course (IDC) - Africa phase I, which was conducted in Germany. This course exposed the Dean to faculty management approaches that can be used to manage the faculty performance. Following this training, the Dean found that it is important to identify strategies that can be used by the faculty to improve her performance in terms of researches and consultancy assignments. In this assignment of the redressing faculty performance in terms of researches and consultancy assignments, the Dean adapted the Project Action Plan approach to identify the strategies that could be used to improve faculty performance in terms of researches and consultancy assignments. In this approach, the Dean mobilized the faculty members to develop the strategy. In carrying this assignment, the Dean was assigned a mentor who is an IDC – Africa resource person. The mentor guided the Dean in this process of developing the strategy. The developed strategy was presented to the faculty meeting, IDC Africa phase II and III in order to get comments for improvement. Thereafter, the suggested comments were addressed accordingly. Therefore, this chapter presents a proposed strategy that can be used to redress faculty performance in terms researches and consultancy assignments. Specifically, the chapter presents objectives, strategic objectives, strategies, targets and measurable indicators that a faculty may concentrate with to improve her performance in terms of researches and consultancy assignments.

**Keywords:** Faculty Development, Research Promotion, Consultancy Initiatives, Strategic Engagement