

JIMMA UNIVERSITY



Policy

On

**Research, Community Based Education and
Graduate Studies**

Approved by the University Senate on its deliberation of

July 22, 2010

Message from Jimma University President

Jimma University is a public higher learning institution equipped with trained human power, research facilities and infrastructure to advance need based and multidisciplinary research and innovation. The University has set well defined strategic objectives to realize its missions and visions that reflect the mandates of public higher learning institutions. The experience we had in research undertakings revealed that research works were highly fragmented in scope, lack consistency and direction to bring sound impact on the development of the nation and the regions. The postgraduate researches were designed to meet academic requirements with little contribution in addressing the problems of the region and the nation. Past experiences has also demanded to reorient research, community based education and postgraduate studies in such a way that the programs are in line with the mandates given to the University and bring about expected changes on the nation and the regions demand. Recognizing theses facts, Jimma University developed a Research, Community Based Education and Postgraduate Studies Policy. Jimma University has formulated a policy to address internal and external stakeholders' needs either as research collaborators, funding agencies or research clientele and provides a framework to address the main obstacles to outstanding research performance, community services and post graduate studies. The policy signifies a multidisciplinary and need based research and the postgraduate programs to be research based aligned with research thematic areas of the University. Community Based Education is the cherished philosophy of the University since its inception and will remain the core strategy of the University in addressing societal problems. The policy is designed to stimulate the synergy between research undertaking, post graduate studies and community based education. The University Senate approved the policy on its deliberation on July 22, 2010. The implementation of the policy is expected to maintain Jimma University's leading position as a research-led University in the country and the region. It is my sincere hope that, the Research, Community Based Education and Postgraduate Studies Policy of Jimma University will create enabling policy environment to advance research, community services and quality education. The implementation and updating of the policy is a crucial job ahead of us and I urge all Jimma University community to work for the realization of the policy.

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President of Jimma University

July 05, 2011

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Policy on Research, Community Based Education and Graduate Studies

1. Background

Jimma University (JU) is a public higher educational institution established in December 1999 by the amalgamation of Jimma College of Agriculture (founded in 1952), and Jimma Institute of Health Sciences (established in 1983). Jimma University (JU) expanded its scope and included Jimma Hospital in 2001. Jimma University has three campuses located in Jimma Town, 355 km southwest of Addis Ababa and encompassing an area of 417 hectares of land. The Main Campus is situated in the neighborhood of the ex-palace of Aba Jifar, now an open museum. College of Agriculture is the second campus mainly devoted to run Agricultural research and training. The new " Kito Furdissa campus" with 295 hectares of land is planned to accommodate Institute of Technology. Besides, some land in this area is allotted to generate income by running agricultural projects.

Jimma University (JU) recognizes the fact that, a critical minimum level of research capacity and dissemination in the country is a pre-requisite to technology based economic development. In the research and dissemination sphere, the Ethiopian research has to focus on generation, and adaptation and transfer of technology, knowledge and information. Therefore, Jimma University has to align its research strategy with technology generation and adaptation. In its very inception, JU has been mandated to address and bring meaningful achievements in training, research and community services.

Jimma University has assessed the internal environment in terms of past performance, analyzed the internal operation, and conducted a mandate analyses. In 2005 Jimma University has also scanned the external environment such as policy environment, political environment, social environment and economic environment. It has also analyzed the stake holders (external and internal) satisfaction on discharging its mandate. The indicators in the analyses revealed poor to good scales in performance. There was no exception in executing the research mandate and it was observed that, the number and quality of research conducted in the university are not to the satisfaction and expectations of the stake holders. The research conducted was in a piece meal approach where program or thematic areas based research was not functional, that has a little success in research output and dissemination of the technologies generated. The volume of research is not only at a decrease but also increasingly became project based, not program based and dependent on individual's motivation. The research initiation and implementation was not institutionally driven or coordinated and therefore oftentimes did not get registered as a Jimma University research product. The research undertaking is mainly activity based than process based with no end to end connection.

In recognition to the weakness associated to research, extension and dissemination, JU has identified a strategic issue such that "Transforming research capability performance and impact" and has recognized this issue as a core area for transformation. To bring a meaning full transformation in teaching-learning, research and community services, the university is also implementing a business



process re-engineering (BPR). The business process re-engineering (BPR) process has also brought research, publication and extension, community based education, post graduates program and consultancy and grants team as one case team on the premise that, these sub-teams/sections are interrelated and there is interest to bring synergy and support among each sub-process teams and transform research and dissemination and in order to contribute to the technology adaptation, expand knowledge and furnish information to the stakeholders. Collaborative and multidisciplinary researches are also weak compared to the size of staff and number of training programs added to each year.

As stated in Higher Education, Proclamation 650/2009, the focus of research in Higher Learning Institutions should be geared to promoting the relevance and quality of education and on the country's developmental issues focusing on transfer of technology. Jimma University has to devote the energy and resources to execute research on a defined and core research areas and themes on the basis of the priority needs of the country and the regions in consultation with the stakeholders. The comparative advantages, location advantage and the past good practices in working with a community are also opportunities to function our research mission in a more effective manner. The diversity of disciplines and the huge capacity building endeavor in terms of upgrading staff to a PhD study and the expansion of post graduate studies is also an opportunity to intensify research and dissemination in Jimma University. It has been stated in Jimma university strategic document that, among others there is no research and dissemination policy and strategy. Therefore, this policy document has been prepared to bridge the gap and lay down a policy directions and guide line that will create conducive policy environment to advance research, dissemination, community based education and grant and consultancy services. The policy is also devised to bring synergy between supportive sub-processes for the benefit of discharging the mandates of Jimma University. Jimma University has a strategic plan with a clear vision, mission and mandate. This policy is placed to serve as a tool to advance strategic issues stipulated in JU strategic plan in the area of research, Community Based Education and Post graduate program. The policy is designed to bring a multi-disciplinary and need based research culture, encourage the engagement of all academic staff for research, ensure diversification and proper allocation of funds for research and knowledge sharing among stakeholders to accelerate research based societal development.

Jimma University's Research, Community Based and Post Graduate studies policy is designed to serve the defined purposes as stipulated in Jimma University strategic plan. It might be necessary to indicate the vision, mission and mandate of Jimma University that will guide to set the policy on the premise that, the research policy should framed in the context of the vision and mission of Jimma University. The research, Community Based Education (CBE) and Post Graduate Studies (PG) should contribute to full realization of the Vision, mission, goals and objectives of the University's with emphasis on multidisciplinary and need based research and advance research based development.



1.1. Vision

Jimma University aspires to be the leading public premier in the country, renown in Africa and recognized in the world.

1.2. Mission

Jimma University is a center of academic excellence integrating training, research and service. The University trains higher caliber professionals at graduate and post-graduate levels through its cherished and innovative Community-Based Education (CBE).

1.3. Goals

- Train competent and responsive professionals who can address the community's problems through innovative and practical means.
- Promote the philosophy of Community Based Education (CBE) with the aim of bringing about palpable change in the community through active community participation and inter-sectoral collaboration.
- Contribute to societal development through the training of responsive professionals, through conducting of high-quality relevant research, and professional advocacy.
- Promote the principle of educational equity irrespective of ethnicity, religion, sex and political background.
- Promote women's participation in all spheres of development;
- Strengthen partnerships and linkages with local and international institutions for the purpose of rendering high quality training, applied research and services.
- Develop sound organisational and management systems for the accomplishment of its objectives.
- Promote combat against HIV/AIDS as a core strategic issue in all aspects of the university's activities.

1.4. Philosophy of Jimma University

Community-Based Education (CBE) is a means of achieving educational relevance to community needs and consequently of implementing a community-oriented education program. It consists of learning activities that utilize the community extensively as a learning environment. The strategies of implementing CBE at Jimma University are designed on three main strategies namely, the Community Based Training Program (CBTP), Team Training Program (TTP) / Developmental Team Training Program (DTTP) and Student Research Project (SRP) which are expected to take up to 20% of the allotted time of the overall curricula namely. Through its Community-Based Educational activities Jimma University is in a better position to train professionals in diverse fields of studies in a community setting, encourage a team approach in treating societal development problems, work with the local communities with greater conviction and undertake problem – based research activities which take into consideration the priority needs of the community. Its long standing experience in community engagement, training and research and the strategic plan of JU are corner stones in placing the research, CBE and PG, Policy to create enabling environment in fostering research and community services.



2. Definition

Research: Research is defining or redefining problems, formulating hypotheses, collecting, organizing and evaluating data, making deductions and reaching conclusions and then carefully testing the conclusions to determine whether they fit the formulated hypotheses. Research in this document includes grant and consultancy, planning and conducting of research, documentation of research output or publication, dissemination of the research output to the end users in a number of venues.

Publication and Extension: It is a process devoted to disseminate technologies, knowledge and information resulted from the research process to the end user.

Consultancy and Grant: An exercise that identifies non-treasury funding sources and secure funds to foster research, services and development and connect professionals and firms which enable a contractual work to be accomplished for income generation and discharging professional responsibilities. .

Graduate Studies: Higher level training program (M.Sc, MA, and PhD and health sub-specialty) that coordinates the execution training and research for the requirement of the degrees. It also regulates the graduate research program to focus in thematic and priority areas of the university.

Community Based Education: A win-win learning process where students use the community as a learning environment and render services to the community through problem identification, prioritization, implementation and evaluation of the interventions in relation to the benefits reached to community and students in the learning process.

Research and Ethical Review Board: A board devoted to review the relevance of research proposals, ethical issues, progress and terminal reports of respective colleges in line with the priority development needs of nation and region and monitor the implementation of the conduct of researches as per the guide lines set forth. Here on a board refers a research and ethical review board.

College: The functional units in university encompassing departments to run research, training and services in their respective fields.

Jimma University: A public university established by government act as stated in proclamation number 63/1999

3. Synergy and Collaboration of Research, Community Based Education and Post Graduate Studies

In the past the research office, Post Graduate Studies, Community Based Education (CBE) were running their functions with a limited linkage and synergy. The research core case team in the business process re-engineering (BPR) process has identified similar activities that are done in each office and put research, Community Based Education and Post Graduate Program under one umbrella. These



offices have a lot of common features such that, the research and publication office is devoted to support research and dissemination of research outputs. The Post Graduate Program is engaged in research based postgraduate program in different disciplines. The Community Based Education activity has a research exercise in the first and second year program under Community Based Training Program and research requirement during the senior years which is treated under Senior Research Program. The consultancy and grant office is a new office that has been created and believed to be a back bone and a means to diversify funding research as well as dissemination and advance teaching and learning process. All these functional units have commonalities that have necessitated creating synergy among units. In recognition to this fact the research case team has identified these units to come in one line with a shared vision and benefit each other by pooling resources and knowledge to advance technology transfer, knowledge and information generation. The strategy to bring these functional units in less than one umbrella is to foster a quality education via research based teaching and produce competent professionals who can live and work with community engagement and problem solving exercise and become interventionists and bring a measurable and meaningful improvement in the livelihood of the society. Therefore, it is high time to put this programs and pool resources and knowledge and work for the satisfaction of the customers and ensure synergy. The clustering of related sub-processes requires a clear policy to ensure cost effectiveness and efficiency.

4. The need for policy

Jimma University did not have a research, Community Based Education and Post Graduate studies policy approved by the senate till today. It was stated in JU strategic plan document that, lack of clear research policy and strategy is one of the constraints that curtailed the improvement of the research performance and impact of research out put in the country's development agenda. As a result, the number of research projects and the contribution of the limited research projects to country's development agenda are low.

It is also recognized in Higher Education proclamation 650/2009 of Art. 24/4 that "every institution shall issue rules and procedures on research and consultancy standards, code of professional ethics, norms, responsibilities that shall govern its operations and the activities of its academic staff". The same proclamation Art.24/3 enforces that "every institution shall ensure that all and everyone of its academic staff are engaged in study activities based on literature or research focusing on developmental issues". Higher education (HE) proclamation enforces to set a research, consultancy and grants policy to discharge the mandate rendered from the government. The Research, Community Based Education (CBE), Post Graduate Studies, policy is vital to address the strategic issues stipulated in JU strategic plan document. Clear policies ensure to monitor and evaluating the functioning of different units which are expanding from time to time. Hence, standardization of operations and clear policies and operational procedures governing research inputs; processes and outputs are critical for an internal efficiency and effectiveness of Jimma University. The research policy has to serve both internal and external customers. It should serve each member of researchers in the University and should meet internal administrative requirements as well as be acceptable and clear to external partners, which may be research collaborators, funding agencies or target customers. Above all JU is a public Higher



Learning Institution that is required to have a transparent policy and strategy to discharge its responsibilities. All demanded to lay down a clear and workable policy to advance the transfer of technology, dissemination of knowledge and information to the stake holders and contribute its share in improving the quality of education and address the development agenda of the land. The need for placing a workable policy is vital for Jimma University, on the premise that the Higher Learning Institutions are mandated in the sphere of research to take into account the priority needs of the country and enable the country to solve its challenges and build its capacity through technology transfer in one hand and equipping students with basic knowledge and skills that enable them to undertake further relevant studies and research. The multiple mandate of Jimma University calls for putting in place a coherent and dynamic policy that will bring a meaningful change to the development endeavor of the nation. A clear policy can attract collaboration and partnership and bring resources (material and financial) to run the programs in a diligent manner.

The aim of putting together research, teaching and service is to foster discovery, transmit and apply knowledge for development needs of the nation and this all again requires a clear policy. There are several reasons that policies are established, including, to respond to legal or regulatory guidelines; to resolve a conflict or problem, to recognize the legitimate interest of all parties and overall benefits. The justifications stated above had compelled Jimma University to formulate a policy direction that creates the advancement of knowledge and information to the end users. The Senior Director for Research, Community Based Education and Postgraduate Studies will continue to be responsible for the administration, coordination and implementation of Jimma University the policy. The policy is stretched to address prioritization of research agenda and conducting of need based research to promoting research based graduate studies.

5. Guiding Principles for Policy Formulation

The following points serve as guiding principles to lay down Research, Community Based Education (CBE) and Post Graduate Studies policy of Jimma University. The guiding principles emanated from the point that Jimma University has been established as one of public and higher education institution and the sources of finance (more than 95%) is from government treasury. It has been given a mandate to promote and transfer knowledge and technology, deliver service to community services. The core guiding principle in research is indicated in Article 24/1 and stating that "the research in any institution shall be primarily on promoting the relevance and quality of education and on the country's developmental issues focusing on transfer of technology. Article 24/3a has also emphasized the fact that, "every institution shall undertake research that shall take into account the priority needs of the country and enable the country to solve its challenges and build its capacity through technology transfer, and also research process should equip students with basic knowledge and skills that enable them to undertake further and relevant studies and research".

In line with the Higher Education proclamation, Jimma University corporate strategic plan has identified strategic issues in relation to research and dissemination which were emanated from the internal and external assessment of the University's past performance. It states that, "the transformation of research



is a strategic issue in Jimma University aimed at overhauling the organization and management of research undertakings, promoting culture and quality of research and scholarship, promoting staff involvement in research undertaking, increasing quantity, quality and impact of research outputs and creative works for development. The guiding principle in setting the research, community based education (CBE) and post graduate studies (PG) policy is standardization of procedures arose out of the need for coordinated and decentralized research undertaking leading to increase internal efficiency and effectiveness. For setting this policy with the aim of transforming research in Jimma University, improving of the leadership and management through Business Process Re-engineering has been considered as a guiding principle. The policy is a frame work that fosters governing of inputs, processes and outputs. The policy has been designed to serve the internal and external stakeholders as a guiding principle. The policy has to be clear to external stakeholder either as research collaborators, funding partners or target customers and the satisfaction of the customers this has been also considered as guiding principle in this policy document.

6. General objectives

To develop a policy frame work that enables Research, Community Based Education (CBE) and Post Graduate Studies are supportive to each other, efficient and effective in generation and transfer of information, knowledge, technology and services.

7. Specific objectives

- 7.1. To create enabling environment for staff and students to conduct high quality and need based research.
- 7.2. To mobilize resources for research undertaking through strong linkage and partnership and consultancy.
- 7.3. To disseminate high quality research outputs which enable stakeholders to make sound informed decisions.
- 7.4. To link research, teaching and services thereby improving the internal capacity of JU for making research an integral part of the teaching and learning process.
- 7.5. Encourage internal, national and international collaboration and foster research and disseminate technology, knowledge and information.
- 7.6. To make CBE programs and services effective and responsive to societal needs and to serve and utilize the community as learning environment.
- 7.7. To create conducive environment for the expansion of high quality research based graduate programs in different disciplines.
- 7.8. To make graduate program research innovative, thematic and priority based and problem solving in nature.



8. Strategies

8.1. Multi-disciplinary research and development

The policy recognizes that multi-disciplinary research and development approach contribute to produce packages of recommendations that will foster integrated development. It is also blessing that, Jimma University has different disciplines that enables forming a multi-disciplinary team. The policy distinguishes the need to use this opportunity and involve staff with different disciplines and experience in mega projects. These ideas could be addressed through the following strategies;

- 8.1.1. Address research and development challenges in an integrated manner and function in multi-disciplinary fashion to bring a package of output and recommendations in line with the need of the community and other sectors.
- 8.1.2. Identify center of excellence and encourage the formation of multidisciplinary research teams/groups.
- 8.1.3. Enact that all academic or research staff member (expatriate or local staff) are actively participating in the research process.
- 8.1.4. Encourage the senior, junior staff and students to be involved in the multidisciplinary research undertaking for ensuring experience sharing and sustainability of research undertaking.

8.2. Periodical revitalization of need based research

The policy recognizes that, resources in terms of skilled human and physical capacity are limited in one hand and the seriousness of the problem and comparative advantage of the university in the other compels to set research priority that can bring a meaningful change and feed to the national development agenda. The following are strategies to address the research priority:

- 8.2.1. The researches agenda and priority of JU shall be based on the national and regional development strategies and relevant international trends and capacity of JU.
- 8.2.2. The researches agenda shall be geared towards technology generation transfer and contribute to the improvement of quality of education and overall development.
- 8.2.3. Departments, colleges and institutes shall formulate the research agenda and priorities that will feed into research agenda of Jimma University and create awareness among staff about the research agenda and priority.
- 8.2.4. The research undertaking shall be based on thematic and priority areas identified and accepted by Jimma University and the stakeholders and funding shall be based on the priority of the research agenda/themes.
- 8.2.5. Jimma University shall ensure that staffs are well involved in the process of defining and reviewing the research agenda through their representatives and all staff shall be aware of the policy.



- 8.2.6. Research proposals or projects have to demonstrate that they are within the approved research theme and priority areas.
- 8.2.7. Research priority shall be reviewed and prioritized in short, medium and long term and revitalized every five years.

8.3. Creating enabling environment for research and dissemination

The policy distinguishes that, a harmonious, transparent and efficient environment is essential to cultivate research undertaking, dissemination and service delivery. It also recognizes that, research, teaching and outreach should be appropriately balanced to ensure efficient creation of knowledge and its transfer that has been supported by a sound enabling environment. Enabling environment will be created through the following strategies.

- 8.3.1. Encourage and support the establishment and maintenance of state-of-the-art central and college laboratories with user guidelines for staff and students researchers.
- 8.3.2. Encourage and support field research sites and link research and development in the field research sites.
- 8.3.3. Develop user friendly guidelines for use of equipment and disposal of such resources.
- 8.3.4. Develop workable and updated guidelines for research proposal review, implementation, Monitoring & Evaluation, dissemination, authorship, research misconduct, and patenting in Jimma University.
- 8.3.5. Develop transparent criteria applied to evaluate research performance of individuals, academic units to offer reward and incentives for researcher(s) and multi-disciplinary research teams on an annual basis.
- 8.3.6. Encourage involvement of young, women and extra-ordinary and innovative researchers and create research innovative fund (RIF) to stimulate researchers.
- 8.3.7. Provide internet and other information communication technology (ICT) facilities for academic and research activities to generate and disseminate knowledge and information.
- 8.3.8. Ensure the accessibility of library resources that facilitate access to national and international literature and to relevant data bases for all disciplines of Jimma University.
- 8.3.9. Support researchers to attend and present papers/posters at national and international conferences.
- 8.3.10. Ensure to maintain the satisfactory staff to student ratios and revisit the existing university senate legislation.
- 8.3.11. Create mechanisms to balance research workload and incentives.
- 8.3.12. Organize short and long term training for all academic and research staff to continually update their skills in research management, statistical methods and



analyses, in grant proposal writing, financial management, scholarly writing and dissemination.

- 8.3.13. Mainstream gender and actively involve women and junior staff in research activities.
- 8.3.14. Ensure the employment and switching of academic staff to research staff and enforce all the academic staff are involved in research undertaking.

8.4. Coordination and management of research

Transparent and efficient research management and coordination at each level of the university enhances research output and benefits the university and the community. This will be implemented through the following strategies.

- 8.4.1. Develop multidisciplinary *in-built* planning, monitoring and evaluation system in the research process.
- 8.4.2. Ensure fast research proposal review, funding system and implementation of research projects of staff and students that adds value in the research process without compromising quality of research.
- 8.4.3. Develop mechanism of regular reporting of research outputs to relevant offices and stakeholders that can ensure timely dissemination of research outputs for stakeholders.
- 8.4.4. Link research outputs or innovations with development interventions such as industries and business community.
- 8.4.5. Develop guidelines and sourcing of some research services to hasten timely research kick off.
- 8.4.6. Identify and nurture areas of comparative advantage for research focus that brings regional, national and international reputation and coordination accommodating benefit sharing.
- 8.4.7. Strengthen the research management and coordination function at JU, college and department levels and assume research and ethical review board and editorial board with clear duties and responsibilities.
- 8.4.8. Keep the mix of the Research and Ethical Review Board of colleges to ensure the ethical and technical standards of the research projects and put in place a clear duties and responsibilities for the Research and Ethical Review Board.

8.5. Collaboration and linkage with stakeholders

The policy realizes the importance of collaboration and linkage with local, national and international research and development institutions to broaden financing and share good experiences and link the university engagement with industry and community. The strategy is highlighted hereunder to address the collaboration and linkage.

- 8.5.1. Promote internal, regional, national and international collaboration in research and development where there is a potential benefit for JU.



- 8.5.2. Promote Jimma University via a number of media to attract collaboration with international and national collaborators.
- 8.5.3. Require that external collaborative projects clearly demonstrate the benefits that will accrue to the Jimma University or indicate deficiencies or gaps within the University that necessitate external collaboration.
- 8.5.4. Foster regional, national and international linkage in teaching and graduate studies.
- 8.5.5. Develop guideline for linkage, memorandum of understanding and term of references with regional, national and international collaborative researches and teaching institutions.

8.6 Resources mobilization, diversity and sharing

The policy recognizes the need to increase research dimension through diversification of research funding from internal revenue, government fund, grants and consultancy and international sources. It also realizes the sharing of resources can also bring efficient research undertaking. This can be achieved through the following strategies;

- 8.6.1. Mobilize and share resources from within and outside the university to promote research, CBE and PG programs.
- 8.6.2. Develop guideline for research budget allocation for each college/institute and thematic and priority areas.
- 8.6.3. Engage the private sector to contribute towards research and innovations through contract research.
- 8.6.4. Provide general information including databases on possible sources and modes of research funding on a regular basis.
- 8.6.5. Solicit research funds from national and international organizations, both public and private at individual, departmental, college or institute and university levels.
- 8.6.6. Persuade the government to obtain a rolling budget for research to get a meaningful research output and allow research based post graduate scholarship.

8.7 Management Information System (MIS)

The policy recognizes that, MIS is vital in managing data and information in research, dissemination, service delivery and grants and consultancy. MIS will facilitate accesses to international and national literature and data base. This could be realized through the following strategies;

- 8.7.1. Establish central database and develop guidelines for proper utilization and accessibility of information to the university staff and the general public.
- 8.7.2. Ensure mechanisms of proper documentation and accessibility of information and research outputs at college and university level.



- 8.7.3. Develop mechanisms for *in built* Information Communication Technology for Management Information System to make research process efficient, effective and user-friendly.
- 8.7.4. Familiarize freely accessible data bases and subscribe relevant data bases that will provide information to researchers.

8.8 Institutionalizing of research for sustainability

The policy recognizes the fact that, the research projects in Jimma University are publicized, registered and a necessary support is rendered to ensure sustainability. The institutionalization of projects shall ensure the projects are designed in line with priority research and development agenda of JU and monitor that the resources are used mainly for the benefit of the institution. This shall be realized through measures described hereunder;

- 8.8.1. Set guidelines in strengthening and facilitating the research process from individual level to institutional level within Jimma University.
- 8.8.2. Develop guideline that ensures research ownership to Jimma University and ensure sustainability and monitor and evaluate the projects in Jimma University and collaborative researches with other institutions.
- 8.8.3. Ensure the institutionalization of research projects for sustainability through publicity, multi-disciplinary team for research, transparent initiation and termination of projects.
- 8.8.4. Ensure ownership through developing a guideline on collaborative and sandwich graduate programs.
- 8.8.5. Ensure that all equipment purchased within a research project are the property of JU.
- 8.8.6. Enact that research equipment and other resources acquired during the life of any research project to revert to the University at termination of the project. However, the unit that had these resources should be given priority in reallocation of such research resources when the project is completed.
- 8.8.7. Ensure that all funds obtained through personal initiation of the researchers should be declared to JU and pass through JU review and registration process.
- 8.8.8. Develop and operationlize a policy of tracking of staff research and outputs and document/index logically and disseminate to the end users.

8.9 Emerging and crosscutting issues

There are emerging issues that need attention in research and development endeavor of Jimma University. These issues can not be missed either they need urgent action and contribution or there is an opportunity for funding on a competitive bases. The emerging issues can be addressed in the following ways.

- 8.9.1. Ensure a proactive role for emerging issues and align the research agenda to the emerging research areas.



- 8.9.2. Link cross cutting issues such as climate change, gender, HIV/AIDS and other emerging issues with our research activities.
- 8.9.3. Create a multidisciplinary and inter-institutional linkage to address emerging and cross cutting issues

8.10. Create a platform for dissemination

The policy distinguishes the enhancement of research outputs dissemination as a culture to attain and keep a leading position of JU in research and community services.

- 8.10.1. Require doctoral students in the course of their studies to publish paper (s) in a peer reviewed journal before they graduate.
- 8.10.2. Require staff to publish research findings the journals and/or policy briefs to be used by policy makers and end users at each level.
- 8.10.3. Support and strengthen the Journals hosted by JU and meet the quality requirements of the journal.
- 8.10.4. Encourage and support the preparation of text books, e-learning teaching materials modules and teaching materials to accommodate local data and relevant data sources from the research out put to ensure quality education.
- 8.10.5. Establish a journal club and invite senior staff of JU and guests to deliver seminars on emerging and cross cutting issues to foster debate and sharing of knowledge.
- 8.10.6. Develop guide lines to recognize and reward staff for outstanding performance in research, innovation and publication.
- 8.10.7. Organize annual student research symposium where best researches/ projects of each graduating department are awarded to enhance the sense of competition and foster student research quality.
- 8.10.8. Displayed published articles and libraries and in museum for demonstration purposes and deposited in the university/college library;
- 8.10.9. Organize annual research conferences at university level and college level to foster staff and graduate students research dissemination.
- 8.10.10. Encourage staff to include in their research proposals the activities related to the dissemination of research results.
- 8.10.11. Require a inaugural lecture to Professors that has been conferred the title of a professor in Jimma University.
- 8.10.12. Fix a schedule for Annual research conference in Academic calendar of Jimma University.
- 8.10.13. Ensure the university press is strengthened and publish all the Journals and books produced in JU and also attract some stakes to use the printing press.



8.11. Enhancing Community Based Education

Community based education has been recognized in JU university as a tool to bring a quality education by exposing students to a real life of work. Community based education plays a win-win game, where as students used the community as a learning environment and again assist a community quest to bring solutions at their level of knowledge in participation to the community. This shall be realized through measures described hereunder;

- 8.11.1. Design Community Based Education to suite the respective disciplines to ensure sustainability, ownership and contribute in fostering quality of education and services.
- 8.11.2. Develop a Community Based Education manual that will accommodate the role of each party involved in CBE and outcomes from CBE exercise.
- 8.11.3. Expose the students to Community Based Education Program through out the learning process under the Community Based Team Training, Team Training Program /Development Team Training Program and Student Research Programs.
- 8.11.4. Involve the staff in supervision of the students and update supervision guide lines to staff members.
- 8.11.5. Put in place in-built Monitoring and Evaluation System in executing Community Based Education and develop guide line for Monitoring and Evaluation of Community Based Education.
- 8.11.6. Place a training program on Community Based Education to refresh the existing staff and update the new staff recruited to Jimma University both within the country and outside the country.
- 8.11.7. Work out a Memorandum of Understanding and get a signed Memorandum of Understanding between stakeholders involved in community based education and Jimma University.
- 8.11.8. Create active Jimma University community that could engage in community service and development.

8.12. Fostering grant and consultancy

- 8.12.1. Formulate a guide line for grants and consultancy to foster research and development
- 8.12.2. Use Grants and Consultancy as a means to retain staff and diversify research and development funding.
- 8.12.3. Promote consultancies and grants as a means of resource mobilization to support research and development funding.
- 8.12.4. Use Grant and Consultancy as a means to create national and international link in research, teaching and community engagement



8.13. Promoting research based graduate studies

- 8.13.1. Guide and enforce PhD students to publish article(s) in peer reviewed and reputable journals
- 8.13.2. Orient and implement the PG research in line with themes and priorities of JU research agenda.
- 8.13.3. Provide guidelines for supervisors and supervisees during the research process to ensure harmony, quality and timely completion for PG programs.
- 8.13.4. Place a joint appointment scheme to use trained personnel working in research centers, community services and industries in PG teaching
- 8.13.5. Develop a guide line to initiate new graduate programs to meet the human power demand of the country
- 8.13.6. Attract international students and staff to ensure quality of research based Post Graduate Studies
- 8.13.7. Ensure the sufficiency and appropriateness of research methodology courses in the Post graduate curriculum

8.14. Implementation of the policy

- 8.14.1. The policy shall be implemented and reviewed periodically to accommodate emerging issues by the office of Senior Director for Research, Community Based Education and Post Graduate Studies and approved by the senate..
- 8.14.2. This Policy shall apply to on-going and new research projects and written agreements between the university and/or any external organization or individual shall be effected.
- 8.14.3. After adoption of this policy, the office of Senior Director for Research, Community Based Education and Post Graduate Studies and directors working under the office of Senior Director shall be responsible drawing out implementation guidelines and procedures from time to time and implement the policy after approval by the senate.

9. Notification:

The office of Senior Director for Research, Community Based Education and Post Graduate Studies shall create a forum and inform all persons subject to this policy of its terms after its revisit and adoption by senate at regular intervals thereafter.

Kaba Urgessa, President of Jimma University

Signature _____

Date of Commencement: August, 2010

Copy of this Policy Document can be requested from:

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