

## Attitude of the academic staff towards top administrators of the Islamic University in Uganda (1990-2003)

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### ABSTRACT:

The study was conducted at the Islamic University in Uganda and it aimed at establishing the attitude of the academic staff towards the top administrators of the University. The rationale was to examine the attitudes of the academics towards the top leadership of the University and to find out the cause of such attitudes towards the top administrators of the University. Of interest to the study was also to explore the effects of such academics attitudes towards the top administrators of the University.

Both qualitative and quantitative research paradigms were used to gather, analyze, interpret and discuss the relevant research findings. The population of the study was all the academic staff of the University that totaled to 112 including both full time and part time staff, senior and none senior staff.

The findings established that many factors have influenced the academics attitudes towards the top administrators of IUIU. The findings showed that academics have a very negative attitude towards top leadership of the university whom they think of neglecting the academic concerns of the university like failure to have the basic minimum requirements in place i.e office space, teaching aids, reference books, journals, good chalk boards, delayed payment of their salaries, poor priority on research and scholarships, neglect of the staff welfares services, unfair promotional criteria and general university management. The study revealed that on all the occasions when the academics' interests and concerns have been ignored equally their commitment to the university, their career aspiration, aspect of the top administrators of the university have affected their attitudes towards them.

A number of recommendations were made:-

- Regular meetings, get together parties and retreats be organized outside the office environment from time to time.

- Academics should be involved in all main stream university programs.
- The present terms and conditions of service be revised to match with the obtaining market forces.

Equitable and fair practices on all matters of academics concerns are instituted as well as exercising of financial discipline and transparency among others. These strategies if implemented in time can improve the exiting seemingly unhealthy relations between the academics and the top administrators of the university.