

**Access to Success: Fostering Trust
and Exchange between Europe and
Africa**

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**Brain Drain: The University of
Zambia Experience**

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FACTS ABOUT UNZA



- **Established in 1965**
- **Largest and oldest Public University in the Country**
- **Has nine(09) Schools and three (3) directorates**
- **Until 1982, was the only public university**
- **There are now two other public universities**
 - **Copperbelt University (1982)**
 - **Mulungushi University (2008)**
- **Lately about 6 Private Universities established**

FACTS ABOUT UNZA (Cont)



Number of Staff - 2009

Staff Category	Female	Male	Total
Academic	127 (21%)	490 (79%)	617
Administrative	96	238	334
Other	427	672	1099
Total	650 (32 %)	1400 (68 %)	2050

FACTS ABOUT UNZA (Cont)



Number of Students per School /gender

School	Male	Female	Total
Agric. Sciences	328	169	497
Education	3430	3041	6471
Engineering	379	42	421
Law	208	210	418
Humanities & Social Sciences	1524	1277	2801
Natural Sciences	831	551	1382
Mines	222	21	243
Medicine	467	302	769
Veterinary Medicine	98	49	147
Total	7487 (57 %)	5662 (43 %)	13149

FACTS ABOUT UNZA (Cont)

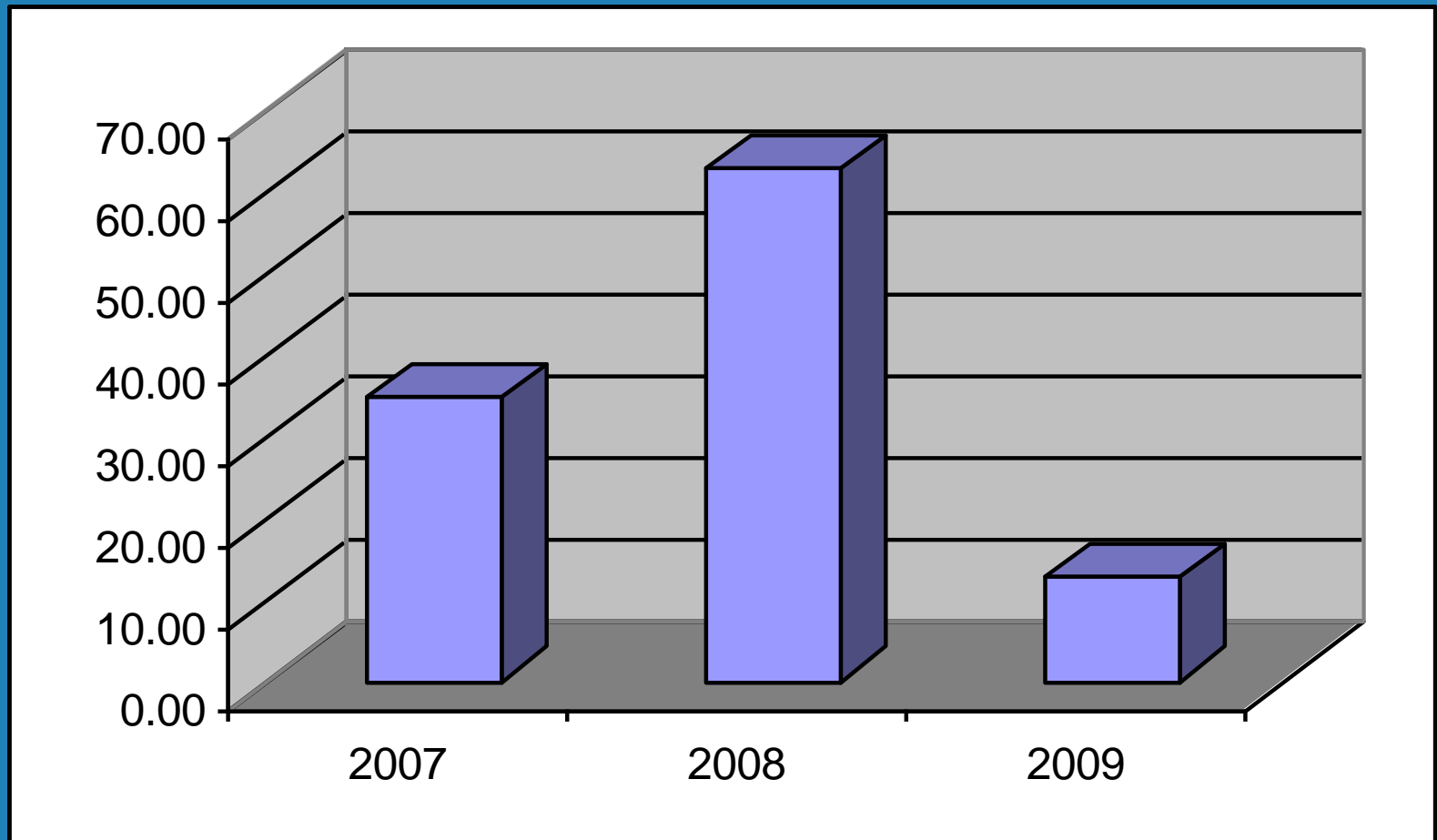


Staff Mobility over the last three years (OUT!)



Staff Category	Male	Female	Total
Academic	14	0	14
Mid-Management	14	7	21
Other Staff	35	56	91
Total	63	63	126

Staff Mobility over the last three years (OUT!)



Factors affecting staff Mobility



- **Comparatively low remuneration**
- **Inadequate Research Funds**
- **Inadequate facilities for teaching and research**
- **Proliferation of Private Universities**

Major Impact of Staff Mobility



- **Poor Lecturer-student ratio (1:27)**
- **Inadequate Senior academic staff to mentor junior staff (few)**
- **Low Research activity leading to low publications**
- **Low postgraduate programmes**

Institutional Strategies to address brain drain

➤ Objective:

Improve the ability to recruit and retain academic and other staff and attain a Lecturer-student ratio of 1:10 by 31st December 2011: (2008 –2012) Strategic Plan



Institutional Strategies to address brain drain (Continued)

- Benchmarking salary structures and conditions of service of other institutions and universities in country and region**
- Develop a staff recruitment and retention plan**
 - Tuition waiver for children and spouses**
 - Mortgage facility**
 - Facilitate loan facilities**
- Review consultancy regulations to favour staff (done)**



Institutional Strategies to address brain drain (Continued)

- Using the diaspora in external examining activities and short term assignments**
- Increase staff development schemes**
- Improve research and learning environment (ICT)**
- Continuously improve the conditions of service on an annual basis (diaspora coming)**
- Support staff attachments to other universities and industry enhance research capacity**



Challenges

- **Mobilization of resources – Establishing Public Private Partnerships**
- **Being a public University, the institution receives a grant from Government – inadequate**
- **Depressed tuition fees**
- **Uses fees to pay supplement Gov Grant for remuneration giving little for improvements in research and teaching environment.**
- **Proliferation of private universities**

Conclusion



- **The problem of brain drain at UNZA is not as serious as it was in the 1980s and 1990s**
- **While it exists at reduced levels, main problem is in-country brain drain to private universities as well **MOONLIGHTING****
- **Trend of academic staff returning from other universities and rejoining UNZA**
- **Biggest challenge is to mobilize resources to implement strategies put in place.**

Then we will have happier graduates

