Foreword

In recognition of this important mission, Kenyatta University recently took the significant step to upgrade its Institute for Research, Science and Technology to a Division of Research, Innovation and Outreach in order to put the research and innovation mandate at par with its teaching and training mandate. The expectation is to build on a dynamic research culture that enriches the academic experience for our students, creates new knowledge across a broad array of disciplines, and helps improve the economic, social, and cultural vitality of our country, region and beyond.

As in all human endeavours, putting in place a system of incentives, recognition and awards is a useful strategy to motivate our researchers and innovators with the ultimate aim of increasing productivity of research and innovation at Kenyatta University. This policy specifies the types of incentives, recognition and awards to be given, the nomination procedure and criteria to be used and the variety of support the University will give.

Prof. Paul K. Wainaina
AG. VICE-CHANCELLOR

Kenyatta University’s mission is to provide quality education and training, through knowledge generation, research, innovation, creativity and community service. It is self evident that research and creative inquiry is at the heart of all the university does. Within a vibrant and supportive learning environment, Kenyatta University discovers, disseminates and applies new knowledge. We impact the quality of teaching and learning, collaborating with researchers in and out of the country, partnering with our local community, industry, government, and sharing evidence-based research with policy makers.

Policy on Motivating Staff Towards Enhancing Research and Innovation Productivity

1

University
Fundamental Statements

Vision Statement
The Vision of Kenyatta University is to be a dynamic, inclusive and competitive centre of excellence in teaching, learning, research and service to humanity.

Mission Statement
The Mission of Kenyatta University is to provide quality education and training, promote scholarship, service, innovation and creativity and inculcate moral values for sustainable individual and societal development.

Identity Statement
Kenyatta University is a community of scholars committed to the generation and dissemination of knowledge and cultivation of wisdom for the welfare of society.

Core Values
Truth, Creativity, Excellence, Self Reliance, Innovation, Equal Opportunity, Corporate Governance, Institutional Culture, Competitiveness, Academic Freedom and Respect for Diversity

Philosophy Statement
Sensitivity and responsiveness to societal needs and the right of every person to knowledge.
1.0 Background

Teaching and research are among the core functions of Kenyatta University. Indeed, the Kenya Vision 2030 recognizes that creation, adaptation and use of knowledge are among the critical factors necessary for rapid economic growth and development. However, as educational expenditures rise, including the costs of research, and institutions of higher learning compete for high-quality faculty and external funding, issues surrounding faculty productivity have attracted extensive discourse. One part of this discourse is over the relative value of teaching and research. Although the teaching value can be seen on the one part in the context of faculty tasks within the elements of institutional vision and mission, and in the other part in the context of the relationship of faculty with one another and their role in institutional productivity and value to society, the research value is the consideration of accumulating advantage that research plays in attracting both faculty and funding that, in turn, reciprocally promotes more productivity, both for the institution and for the individual faculty. In the university environment the staff are thus expected to be productive in research, teaching and service.

Kenyatta University places great emphasis on scholarly research as seen from the criteria used for staff recruitment and upward mobility. Scholarly research output is often measured by the number of publications in refereed journals, books, and conference presentations. Taking cognizance of rapid and profound changes in the world where knowledge and quality research are increasingly regarded as invaluable assets for development, Kenyatta University in keeping with its vision and mission, and in the other part in the context of faculty tasks within the elements of institutional vision and mission, and in the other part in the context of the relationship of faculty with one another and their role in institutional productivity and value to society, the research value is the consideration of accumulating advantage that research plays in attracting both faculty and funding that, in turn, reciprocally promotes more productivity, both for the institution and for the individual faculty. In the university environment the staff are thus expected to be productive in research, teaching and service.

This policy builds on existing practices where staff and faculty are recognized based on exemplary performance and for going the extra mile in the course of their duties.

2.0 Policy Goal

The aim of this policy is to provide a framework and establish incentives that will influence the academic staff to actively engage and spend as much time in research as they do in teaching and therefore create an enduring research culture in the university.

3.0 Scope

This policy applies to all teaching/research/clinical staff of the University.

4.0 Incentives, Recognition and Awards

4.1 Payment of Bonus per Paper Published in a Refereed Journal

The University will pay a cash bonus of Ksh.20,000 per book authored and published by a reputable publishing house. The payment shall be considered based on the recognition of the exhibition by national, regional and international professional bodies. In the case of multiple exhibitors, the money shall be paid to the lead exhibitor from Kenyatta University and shared among the other authors. The authors will be expected to agree on the modality of sharing the bonus depending on their level of contribution in the preparation of the book.

4.2 Payment of Bonus per Book Published by a Reputable Publishing House

The University will pay a cash bonus of up to Ksh.20,000 per book authored and published by a reputable publishing house. The payment shall be considered based on the rank, reputation of the journal and the Beall’s list of publishers. In the case of multiple authorship, the money shall be paid to the lead author from Kenyatta University and shared among the other authors. The authors will be expected to agree on the modality of sharing the bonus depending on their level of contribution in the preparation of the book.

4.3 Payment of Bonus per Exhibition at a Peer Attended Fora

The University will pay a cash bonus of up to Ksh.20,000 per exhibition at a peer attended fora. The payment shall be considered based on the recognition of the exhibition by national, regional and international professional bodies. In the case of multiple exhibitors, the money shall be paid to the lead exhibitor from Kenyatta University and shared among the other exhibitors. The exhibitors shall be expected to agree on the modality of sharing the bonus depending on their level of contribution in the preparation of the exhibit.

4.4 Support for Staff to Present Papers at Academic Conferences

The University has enhanced support to members of academic staff to enable them present papers at peer attended conferences, symposia or exhibitions locally and internationally. Henceforth, the university will support members of academic staff by paying any two of the following expenses: air ticket, subsistence (per diem) or registration fees. Please note that:

1. Only members of academic staff whose abstracts have been officially accepted for presentation at peer attended conferences, symposia or exhibitions locally or internationally shall be eligible for the support.

2. Beneficiaries of this support shall be expected to give a seminar at the school level, organized by the respective Dean of the School, within two weeks upon their return from the conference, symposia or exhibition. Evidence of such a seminar will need to be filed with the Office of the Deputy Vice Chancellor for Research, Innovation and Outreach with a copy to the Vice Chancellor. Those who don’t comply with this requirement will not be eligible for future support.

NOTE:

According to the Committee on Publication Ethics (http://publicationethics.org), one has to meet the following criteria in order to be counted as an author:

i. Make substantial contributions to the research process
ii. Be significantly involved in drafting or revising the paper
iii. Have final approval of the published article
iv. All of these must be true.
To further strengthen research, creativity and innovation, the University will continue supporting excellence through various ways including:

i. Recognition during the annual university honours day
ii. Support to participate in conferences and other academic areas
iii. Promotion

5.0 Provision of Enabling Environment for Research, Creativity and Innovation

The University shall endeavour to provide a stimulating and conducive environment to enable academic staff and students engage in research, innovation and creative activities. This will be done through but not limited to the following:

- Posting of Useful Information on University Website Including:
  - The Vice Chancellor’s Research Grant
  - Funding opportunities from other organizations
  - Fellowships and scholarships;
  - Grants obtained by staff and students;
  - Links to reputable journals and e-resources;
  - Foundations and organizations that fund research;
  - Tips on how to write a fundable proposal;
  - Publications by members of staff and students;
  - Upcoming conferences/workshops & conferences attended.

- Capacity Building

Through the various Directorates in the Division of Research, Innovation and Outreach, the University will continue to train and build capacity in order to enhance the research and innovation capacity of teaching/research/clinical staff and students.

- Allocation of Funds to Support Research and Innovation

Given the importance of research as a core mandate, the University will endeavour to allocate funds within its available resources to increasingly support research and innovation activities. The funds will be allocated through the following university structures:

i. University research fund to support the Vice Chancellor’s Research Grant
ii. The Vice Chancellor’s research project to support assistant lecturers attain the PhDs
iii. The Next Generation of Academicians and Researchers Network
iv. The University staff development program
v. The University innovative idea programme where staff and students who come-up with original and innovative ideas are rewarded
vi. Deans committee
vii. The annual University honours day

Schools, Departments and other Units will also be encouraged to engage in fundraising for research through the writing of grant proposals.

Support for University Publication Outlets

This will be done by restructuring and strengthening the University Printing to facilitate the writing, submission and publication of books by academic staff and students. Support will also be given to initiate research journals per school or college.

- Institutional Support for Research and Innovation

The University will continue to give strong and prompt institutional support to research and innovation activities by:

- Providing letters of support to grant proposals prior to submission to funders;
- Processing research permits;
- Recommending to the VC the signing of research contracts;
- Managing research funds;
- Monitoring the implementation of research projects;
- Processing and submission of technical and financial reports to funding bodies.

- Facilitating Dissemination and Uptake of Research

Through the Directorate of Research Dissemination and Uptake, the University will continue to provide information and technical support so as to facilitate and encourage members of staff to disseminate their research results at conferences, workshops and seminars among others. Furthermore, Kenyatta University is committed to developing an uptake strategy that will enable the uptake of research by policy makers and end users.

6.0 Operationalization of the Policy

The policy shall be operationalized by the Division of Research, Innovation and Outreach in consultation with the University Management.

7.0 Monitoring and Evaluation

The effectiveness of these incentives, recognition and awards will be monitored periodically to determine the trend of research, creativity and innovation productivity levels in the University.

8.0 Review of the Policy

This policy is subject to review from time to time to incorporate emerging issues and feedback from monitoring and evaluation.