



—IUM—
ALUMNI
ASSOCIATION

IUM Alumni e-Focus

IUM ALUMNI REMEMBERS THE LATE HON. MINISTER OF WORKS, TRANSPORT AND COMMUNICATION HON. MOSES AMWEELO

Born in Northern Namibia, in the Okatana Constituency of the Oshana Region on 25 May 1952 and departed this world on 24 June 2025, the late Hon. Moses Amweelo was an extraordinary person and was considerate and compassionate towards others. His kind disposition was characterised by desires to help others. He was a friend to IUM in the true sense of the word.

The late Hon. Moses Amweelo left Namibia in 1975 to join the armed Liberation Struggle for the total liberation of Namibia from the colonial “apartheid” South African regime. Hon. Moses Amweelo was a veteran SWAPO Party politician. He served as the Minister of Works, Transport and Communication from 2000 until 2005. In addition, he served as a member of the National Assembly from 2000 until 2010. The late Moses Amweelo also held several portfolios within the SWAPO Party and in the Namibian Parliament. He was also Deputy Chief Whip of SWAPO and served on numerous committees. He was passionate about education and taught part-time at IUM and UNAM.

The late Hon. Amweelo has an extensive academic background. He obtained his Ph.D. Degree from the International Transport Academy,



The late former Minister of Works, Transport and Communication, Hon. Moses Amweelo flanked by Prof. David Namwandi, Founder and Chair of IUM Governing Council and Dr. Frieda Shimbuli, IUM Alumni Consultant and Director of Alumni Relations, on the left Mr. Fred Mwiya, Chief of Administration, Namibia Sports Commission and Dr. Aquilinus Nashilundo, Registrar of IUM, on the right, at the David Namwandi Trust (DNT) Annual Half Marathon launched on 03 March 2023 at IUM Dorado Park Main campus.

IN THIS ISSUE

- IUM ALUMNI REMEMBERS THE LATE HON. MINISTER OF WORKS, TRANSPORT AND COMMUNICATION HON. MOSES AMWEELO
- IUM ALUMNI ACHIEVEMENTS
- FROM A SECURITY GUARD TO OBTAINING A BACHELOR IN EDUCATION (HONOURS) IN SENIOR PRIMARY
- A NOTE FROM THE DIRECTOR OF ALUMNI RELATIONS
- ALUMNI SPORTS AND FUN GAMES 2025
- IUM ALUMNI SPORTS AND FUN DAY HIGHLIGHTS 2025
- ANNOUNCEMENT
- PROMINENT IUM ALUMNI

EDITORIAL DESK

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Consultant: IUM Alumni Relations

Prof. Kingo Mchombu
Advisor to the Founder & Governing Council

1997 – 2002. He carried out research on “Incidence and prevention of industrial worksite accidents in Namibia”. Saint Petersburg, Russia, specialized in Industrial Engineering and Management.

He further obtained his M. Sc., Degree from the World Maritime University (WMU), 1990–1991, Malmö, Sweden (Maritime Safety Administration in Marine Engineering).

He also obtained his B. Sc. from Kherson Navigation, 1976 – 1981, Ukraine (former USSR). B. Sc., in ship power installations operations and maintenance.

He received a diploma from the Arab Maritime Transport Academy, 1982–1983, Alexandria, Egypt, in Maritime Management and Economics.

Before he went into exile, he received a Certificate in Professional Teaching from Ongwediva Training College in 1973.

The late Hon. Moses Amweelo has left a huge foot print in the Namibian Liberation struggle, in the Namibian Government, in academia and beyond. He has authored a total of 108 article and 10 in international science journals.

IUM ALUMNI ACHIEVEMENTS



Dr. Merlyn Tjimuku | Class of 2025

DOCTOR OF PHILOSOPHY IN BUSINESS
ADMINISTRATION

RESEARCH TITLE:

ASSESSING THE EFFECTS OF EMOTIONAL
INTELLIGENCE, PSYCHOLOGICAL CAPITAL, AND
WORKPLACE DIVERSITY ON EMPLOYEE
PERFORMANCE IN STATE-OWNED
ENTERPRISES IN NAMIBIA

ABSTRACT:

This study assessed the effects of Emotional Intelligence, Psychological Capital, and Workplace Diversity on Employee Performance within Namibian State-Owned Enterprises. Grounded in the theoretical frameworks of social cognitive theory, social identity theory, social categorisation theory, goal-setting theory, and the resource-based view, the research adopted a post-positivist philosophy and employed a quantitative, explanatory research design.

A multi-stage sampling technique was used to collect data from employees across six Tier 2 SOEs through structured questionnaires. The data were analysed using Partial Least Squares Structural Equation Modelling (PLS-SEM). The findings revealed that emotional intelligence significantly influenced psychological capital, which in turn had a strong positive effect on employee performance. Workplace diversity also enhanced performance, but only when inclusive practices and psychological safety were present. Notably, emotional intelligence did not directly influence employee performance, highlighting the mediating roles of psychological capital and workplace diversity.

A new integrated research model was developed to illustrate the dynamic interplay among these variables, offering both theoretical contributions and practical insights for leadership, human resource management, and organisational development. The study concluded that organisations aiming to improve performance should invest in developing employees emotional and psychological capacities while fostering inclusive and equitable work environments.



Dr. Penelao Nangolo | Class of 2025

DOCTOR OF PHILOSOPHY IN INTEGRATED
NATURAL RESOURCES MANAGEMENT

RESEARCH TITLE:

DEVELOPING AN INTEGRATED LANDSCAPE
MANAGEMENT FRAMEWORK FOR IIPUMBU YA
TSHILONGO CONSERVANCY, NAMIBIA

ABSTRACT:

The study analysed how unsustainable land use and land management practices in Iipumbu ya Tshilongo Conservancy, Namibia, are causing land degradation, affecting livelihoods and posing a threat to the conservancy's landscape. Proving that sustainable land use planning based on scientific assessments is crucial, the study used a mixed-method approach to assess land degradation in Iipumbu ya Tshilongo Conservancy. It used satellite images from 1972, 2002, and 2022 to detect changes in land cover.

Results showed an increase in cultivated land and a decrease in forest cover, leading to an increase in the high degradation category. A qualitative approach assessed the drivers of land degradation and sustainable land management practices. The results showed that population increases between 1972 and 2022 in the Conservancy led to the clearing of more natural land for cultivation, which reduced forest cover and changed the natural environment. This has led to the degradation of 13.1% of the land in Iipumbu ya Tshilongo Conservancy.

The study developed an integrated landscape management framework for sustainable conservancy resource utilization and livelihood upliftment, emphasizing the need for integrated approaches to reverse land degradation.

THE OFFICE OF THE IUM ALUMNI RELATIONS

-Congratulates-

Dr. Merlyn Tjimuku and Dr. Penelao Nangolo

FROM A SECURITY GUARD TO OBTAINING A BACHELOR DEGREE (HONOURS IN EDUCATION IN SENIOR PRIMARY)



Mr. Sacky Nanhapo | Hurricane Security



Mr. Sacky Nanhapo | Class of 2023

Mr. Sacky Nanhapo grew up in Okongo and used to commute every weekday from his village, Olukumwa, to Oluwaya Combined School, a distance of roughly 9 km. Oluwaya is where he completed Grades 1 to 10. After passing Grade 10, he moved on to complete Grades 11 and 12 at Oshela Senior Secondary School.

Mr. Nanhapo was raised alongside his sibling, just the two of them. They had to take on many responsibilities early on in life. Both of their biological parents passed away when they were still young. Sadly, he never experienced the love of his biological parents only that of step-parents.

After completing Grade 12, he took on a contract position teaching kindergarten. A year later, he worked as a cashier at Usave. During that time, he realised he wanted more for himself. He decided to upgrade his points and pursue further studies.

In 2017, he obtained a Certificate in Occupational Health and Safety from Tulipohamba Training and Assessment Institute. While job hunting, he worked as a security guard for Namibia Protection Services (NPS) in Windhoek. In 2019, he was determined to change his circumstances and he registered at the International University of Management (IUM) to pursue a Bachelor of Education in Senior Primary (Honours).

Being a self-funded student came with its own challenges. He was rejected by NSFAF due to missing documents specifically the death certificates of his parents. Despite the disappointment, he did not give up. Around that time, he heard that Hurricane Security was hiring

security personnel and submitted his CV, was shortlisted, interviewed and was successfully appointed as a Security Guard supervisor.

This new chapter was not easy. He stood at the university gate, guarding the premises. But he remained focused and motivated. Balancing work and studies was extremely tough, especially with challenging courses like Mathematics and Science. He rarely relaxed using weekends and late nights when it was quiet and there were no disturbances to do his assignments.

Paying for tuition was another battle. Even without consistent financial support or sponsorships, he pressed on. At times, he thought of putting his studies on hold, but instead, he sacrificed buying anything unnecessary so that his tuition could be paid.

He graduated in 2023. It was a huge milestone worth celebrating, especially after struggling with Mathematics assignments. But the journey didn't end there. Post-graduation, he joined many others chasing teaching interviews, travelling across towns and regions, often feeling like a tourist looking for purpose.

During those times, he was still working at the IUM gate. It was not easy. But he held on to the belief that "hard times never kill a person unless they're not serious".

In 2024, he received his first teaching opportunity. A one-month relief teaching contract. It gave him the boost he needed to keep pushing. In 2025 he was officially appointed as a full-time teacher.

"To all graduates out there facing financial strain, rejection, or societal judgment stay focused. Your current situation does not define your future. If you stay determined, work hard, and never surrender, your breakthrough will come."

A NOTE FROM THE DIRECTOR OF ALUMNI RELATIONS

WHY DOES IUM ALUMNI MATTERS?



Dr. Frieda Shimbuli
Consultant & Director of Alumni Relations

As the Office of the IUM Alumni Relations continues to move the alumni ahead, it is important to note that the alumni (freshly graduated) and the IUM Alumni Association members are at the helm of the university and the most loyal supporters of their alma mater.

WHY DOES IUM ALUMNI MATTER ?

Upon graduation, IUM alumni become **brand ambassadors** of the university, **bread baskets** of their alma mater, **do volunteer work** for the Office of the IUM Alumni Relations and the university, great **role models** and build a **strong network worldwide**.

As **brand ambassadors**, alumni have a responsibility to positively reflect on their alma mater to attract potential students to the university.

Alumni are the **bread baskets** of their alma mater. Alumni should be at the forefront to raise money for the university for its developmental projects (infrastructure such as auditoriums, laboratories, hostel accommodation, and sports fields with track and field amenities, football, netball and a swimming pool). In the same vein, alumni should fundraise for

ALUMNI ASSOCIATION MEMBER BENEFITS

BENEFIT 1: IUM ALUMNI ASSOCIATION SCHOLRASHIP FUND:

Provides financial support to student(s) from marginalized communities and the IUM Alumni Association members to further their studies at IUM.

BENEFIT 2: DAVID NAMWANDI TRUST (DNT):

The DNT avail funds to enable entrepreneurs to formulate a commercially, financially, and environmentally viable growth strategy that in turn will significantly enhance the possibility of sustaining a business plan without the need for further external funding.

the IUM Alumni Scholarship Fund to support its students in their quest for education.

Alumni engagement in **volunteer work** for the Office of the IUM Alumni Relations and the university is pivotal. By engaging volunteers, the alumni office benefits IUM students from the professional skills and experiences.

IUM alumni are great **role models** for its current student population. In addition, IUM role models are placed well in the society to provide good advice in terms of career opportunities and how to budget for studies.

Alumni should build a **strong network** worldwide. Such alumni connections start at the point of graduation. Alumni networks span over generations of graduates and a lifelong web of connections.

Therefore, it is important to stay connected with your alma mater and fellow graduates. Be part of a network that offers exclusive opportunities, professional growth, and lifelong friendships.

REGISTER AND BECOME A MEMBER OF THE IUM ALUMNI ASSOCIATION !

MEMBERSHIP CLASSIFICATION

Regular: N\$150.00 per annum

Life: N\$500.00 per annum

Honorary: N\$400.00 per annum

Associate: N\$350.00 per annum

*Kindly send us your picture
and be part of our upcoming
IUM Alumni Newsletter.
This is your chance to be
highlighted among fellow
alumnus*

Apply on online
www.ium.edu.na/alumni
or send an email to
alumni@ium.edu.na



ALUMNI SPORTS AND FUN GAMES 2025



Participants of various ages, lined up for the sack race competition at the starting line at Eros Primary Sports Field on 2 August 2025.

The IUM Alumni Sports and Fun Games 2025 took place on 5 August 2025 at the Eros Primary School. This event was organised by the Office of the IUM Alumni Relations for IUM alumni, IUM staff and students and the general public to participate in sports fun game activities. These activities were organised to connect the alumni with their former classmates, the faculty, administrative staff and students to build and strengthen friendships.

Alumni Sports and Fun Games was a platform to showcase the untapped talent of IUM alumni and students in athletics. Activities included soccer, netball, volleyball, fun walk, tug-of-war, sack race, egg-and-spoon race, musical chairs, the eating competition included such as hot dog, marshmallow, ice cream, and Coca-Cola drinking competition. The event was organised to connect alumni with former classmates, faculty, staff, and students, fostering and strengthening friendships.

There were several food stalls and clothing stalls, such as (1) Katu's Kitchen - BBQ and traditional food, (2) Pikeue restaurant - BBQ and traditional food, (3) Rosali's kitchen - BBQ and traditional food, (4) Beauty restaurant - Nigerian food, (5) Angela Ilonga Food - Kenyan food such as matangara, chicken and chapattis (6) Alumni stall - seafood such as crab and lobster and soft drinks (7) Watering hole - alcohol (8) Julius's business stall - alcohol (9) Classic Collection Boutique - clothing, (10) Pikeue clothing and (11) Alumni information stall.

The Ministry of Justice took 1st place in the football and netball games. The IUM FC Women's Netball team took 2nd place. The winners of the football, netball and volleyball games each received a shopping prize voucher of N\$5000.00 from 6M09 Sportswear and Activewear Africa. Coca-Cola Namibia sponsorship made a significant difference.

APPRECIATION TO ALL OUR SPONSORS

The Office of IUM Alumni Relations wishes to extend its sincere appreciation to all our sponsors for their generous support towards the IUM Alumni Sports and Fun Games 2025.



IUM ALUMNI SPORTS AND FUN DAY HIGHLIGHTS 2025



IUM ALUMNI SPORTS AND FUN DAY HIGHLIGHTS 2025



ANNOUNCEMENT

IUM ALUMNI ASSOCIATION CHRISTMAS FOOD DRIVE 2025

DATE: 01 JULY - 22 NOVEMBER 2025

The "IUM Alumni Association Christmas Food Drive" is a social support initiative aimed at spreading the Christmas spirit of joy, peace, and happiness during the festival season. The goal is to provide gifts to our communities in the form of food parcels. This Christmas drive seeks to foster a sense of community engagement through the act of giving.

WHAT TO DONATE

TARGET: 75 UNITS OF EACH ITEM

Lucky Star Pilchards Top Score Maize Meal (10kg), Baked Beans, Rice Bakpro Vet Koek Flour, Cooking Oil Marathon Sugar, Ricoffy Coffee, Tea (Box of 100 tea bags), Pasta Polana, and Champion Sweets.

DROP-OFF POINT:

IUM-GSB 1617 DRN Square
Liszt Street Windhoek West

Contact us: Ms. Taleni Matheus | +26481 452 4420 | t.matheus@ium.edu.na

The Office of the IUM Alumni Relations



OBJECTIVES:

- Giving back to the community during the Christmas season demonstrate spirit of "Ubuntu" which is compassion, caring and love.
- Spread our Christian values of belongingness, togetherness, respect, thankfulness and inclusivity.
- Foster a sense of happiness by giving to our community.
- Foster a sense of social responsibility to our community by "sharing the little we have".
- Contributes to societal progress and foster a spirit of belongings to a community.

PROMINENT IUM ALUMNI



Ms. Selma Awino
Bachelor's Degree (Honours)
Class of 2025



Ms. Frieda Hamukoto
Master's Degree
Class of 2025



Ms. Erolina N. Shaimange
Bachelor's Degree (Honours)
Class of 2025



Ms. Selma Hamukwaya
Bachelor's Degree (Honours)
Class of 2025



Ms. Eva Haixwema
Bachelor's Degree (Honours)
Class of 2025



Mr. Samende Elias
Post Graduate Diploma
Class of 2025



Mr. Iita Olavi
Post Graduate Diploma
Class of 2025



Ms. Johanna Ndeapo
Bachelor's Degree (Honours)
Class of 2025



Ms. Priscah Likando
Bachelor's Degree (Honours)
Class of 2025



Ms. Beata Hidinua
Bachelor's Degree (Honours)
Class of 2025



Mr. Tobias Junias Ngololo
Bachelor's Degree (Honours)
Class of 2025



Mrs. Marenga Jeanethe
Master's Degree
Class of 2025



Ms. Tonata Katangolo
Bachelor's Degree (Honours)
Class of 2025



Ms. Amen Shalimba
Bachelor's Degree (Honours)
Class of 2025



Mr. Mateus Shipanga
Bachelor's Degree (Honours)
Class of 2025



Ms. Hileni Michael
Bachelor's Degree (Honours)
Class of 2025

PROMINENT IUM ALUMNI



Ms. Elina Secilia Stefanus
Bachelor's Degree (Honours)
Class of 2025



Ms. Edith Nakuti Nakale
Bachelor's Degree (Honours)
Class of 2025



Ms. Martha Amwaama
Bachelor's Degree (Honours)
Class of 2025



Ms. Lydia Ndafapawa Levi
Diploma
Class of 2025



Ms. Ester Nangula NShilumbu
Bachelor's Degree (Honours)
Class of 2025



Ms. Aune Kamati
Bachelor's Degree (Honours)
Class of 2025



Ms. Matinah Shinana
Bachelor's Degree (Honours)
Class of 2025



Ms. Rukas Rukas
Bachelor's Degree (Honours)
Class of 2025



Ms. Selma Ndapona
Bachelor's Degree (Honours)
Class of 2025



Ms. Matumbo Haikera
Bachelor's Degree (Honours)
Class of 2025



Ms. Ndilimeke Fotelela
Master's Degree
Class of 2025



Dr. Hweka Lulli Martha
PhD's
Class of 2024



Ms. Pentrocia Diergaardt
Master's Degree
Class of 2024



Ms. Ndapanda Gotlieb
Bachelor's Degree (Honours)
Class of 2024



Ms. Letisia Immanuel
Bachelor's Degree (Honours)
Class of 2022



Mr. Matheus Kashihalwa
Advance Diploma
Class of 2019