



**IUM**  
THE INTERNATIONAL  
UNIVERSITY OF MANAGEMENT

## IUM Alumni e-Focus



*Rev. Dr. Emma Nangolo  
Dean of Students*

### OVERVIEW: OFFICE OF THE DEAN OF STUDENTS

The Office of the Dean of Students (ODS) at IUM is the epitome of institutional leadership. It provides a broad range of student services, student life and supports the Students' Representative Council (SRC) with their activities.

**STUDENT SERVICES:** This function is designed to contribute to the wellbeing of students, while they continue with academic studies. Student services includes (1) Health Services (2) Student Life and (3) The Students' Representative Council engagements.

#### 1. HEALTH SERVICES

**(a) Cancer Awareness:** The ODS runs a cancer awareness campaign in conjunction with the Faculty of Health Sciences. The campaign raises awareness of cancer signs and symptoms to mitigate the risk of cancer.

**b) Voluntary HIV/AIDS Testing:** Many people with HIV do not know their status. Voluntary testing means getting tested for HIV by your own choice and not being forced by anyone. HIV testing is the only way to establish someone's HIV status.

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### EDITORIAL DESK

**Ms. Taleni Matheus**  
IUM Alumni Relations Events Officer

**Dr. Frieda Shimbuli**  
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**Prof. Kingo Mchombu**  
IUM Advisor

**(c) Family Planning:** For students who are perusing their academic degrees and who are sexually active, family planning is inevitable. Family planning assists students to prevent unwanted pregnancies. Students are exposed to different types of contraceptive methods to help them decide which contraceptive method is good for them.

**(d) Coordinates Clinics for Blood Donations:** The ODS is also responsible to coordinate clinics for blood donations on campus. The importance of blood donation relates to blood transfusion to sustain the life of someone else who might need a blood transfusion with the correct blood type.

**(e) Student Counseling:** The ODS offers counseling and mental health support to all students. Referrals are also made where necessary.

#### 2. STUDENT LIFE

Student life exists in any given learning environment. While students may devote their time to academic activities, they also get time to engage in extra-curricular activities. At IUM,

students are encouraged to strike a balance between their academic development and extra-curricular activities. They are encouraged to participate in sports, leadership opportunities and community engagement.

The following are some student life extra-curricular activities:

**(a) Recreation Days:** The ODS organizes recreational activities for students. Most of the recreation activities are outdoor which promotes health awareness.

**(b) Charity Drives:** These are drives for community engagement. This approach is meant to bring the university closer to the community. With the charity drives, the ODS provides charity baskets and food parcels.

**(c) Student Orientation:** This platform is an introduction of new students to the university culture, university leadership, different Faculties, administrative departments, staff and the SRC.

**(d) Gender Based Violence:** Violence against women and children is a worldwide challenge. It takes the form of physical abuse, sexual abuse, and psychological abuse. The ODS provides a platforms to make students aware of these social evils. The intent is to sensitize the students against such social injustices.

**(e) Substance Abuse:** This platform provides pertinent information to the student population about the harmful use of alcohol and drug abuse. Substance abuse has a negative impact on the health of the individual who use drugs and other illicit substances.

**(f) Child Abuse and Trafficking:** This platform provides information to students on how young people including children are abused and trafficked for all kind of reasons. Students are provided with information on child abuse, child trafficking, child sexual exploitation, criminal activities, forced labor and transporting of drugs.

**(g) Suicides:** Many communities are affected by suicides. The ODS provides a platform to educate student on suicide and suicidal thoughts. When a person takes his/her own life it affects the family, friends and the communities. This platform further provides students with information on early warning signs of suicide, ways and means to prevent suicidal thoughts and the treatment options.

**(h) Accommodation, Sport and Culture:** IUM provides student accommodation to enhance student life with university experience. Sports provides the perfect outlet for

student's extra-curricular activities and culture provides the melting pot of all the cultures.

**(i) Sunday Worship Services:** The ODS conducts Sunday worship services for students on campus. This service is brought closer to the students for the upliftment of their faith. They are encouraged to make use of this platform to get to know God and remain connected to Him. Worship services provides students with a space to praise, worship, pray and learn more about God and church life.

### 3. STUDENTS' REPRESENTATIVE COUNCIL (SRC)

**a) SRC Social Responsibility:** Community engagements are high on the calendar of the IUM SRC during each academic year. During **CHILDREN HOME** visits, the SRC provides the children at these homes with educational toys and books. They also focus on maternal health of the child, safe home environment and how to access social services. For **OLD AGE HOMES** visitation, the SRC provides the elderly with food packages. These visits provide an opportunity for the SRC to socialize and interact with the elderly. Visitation to an old age home can be a meaningful experience for both the SRC and the elderly. In terms of **SHELTER** visits, the SRC takes food parcels along to provide to the shelter dwellers and their families. Shelters are a basic need for people who are in urgent need of temporary accommodation. SRC visit provides basic needs such as water, food and companionship.

**(b) Financial Aid:** SRC provides fellow students with guidance to secure financial assistance to pay for their schooling. They engage with the Namibia Students Financial Assistance Fund (NSFAF) to advocate for fellow students who are in financial need. The SRC further help fellow students to secure scholarships and grants to help them further their studies.

**(c) SRC Social Engagement:** The SRC organises the student population to be involved in social engagements of campus life. They spearhead the activities of student societies and assists management in every aspect where students are involved, e.g. during graduation ceremonies and the annual cultural festival.

**(d) SRC Representation:** The SRC represents the students at various platforms of IUM, such as the Council and Senate. It also represents the student at external bodies, such as the NSFAF and to attend meetings when called upon by the Ministry of Education.

PRESENTERS: IUM ALUMNI NETWORKING BREAKFAST SESSION ON 19 OCTOBER 2023



**Prof. Osmund Mwandemele, IUM Vice-Chancellor**

"The International University of Management (IUM) has grown significantly in terms of the student population (just over 16,000) and staff complement, and it continues to expand as we established additional campuses countrywide. Faculties and Schools have also been consolidated and more academic programmes have been developed to respond to the human resource demands of the 21st Century."



**Dr. Frieda Shimbuli, IUM Alumni Consultant**

"It is important to build a strong IUM Alumni Association right from the start. The foundation must be stable, strong and firm. Such an office must have a good character to make things happen. In other words, to make the impossible possible."



**Ms. Peyombili Brock, Head of Research, Impact Tank**

"Since 2009, Namibia has been regarded as an upper middle income country (UMIC) by the World Bank. Despite this status, the country is characterized by many socio-economic challenges. Inequality remains a major challenge in Namibia with a 28 percent unemployment rate among the labor force and nearly 18 percent of the population living in abject poverty."



**Prof. Anicia Peters  
CEO: National Commission of Research, Science & Technology**

"Artificial Intelligence (AI) is developing at a fast pace requiring skilling, upskilling and reskilling. It is crucial for Namibia to stay on par to be globally competitive. Otherwise, others will determine our future and destiny. Notably, technical skills such as coding, different types of AI developers, robotics, data science, data engineers, Intelligent User Interface (IUI) and many other newer types of skills are required in addition to AI literacy for all citizens."



**Ms. Hellen Amupolo  
Head: Investments, Development Bank of Namibia**

"Relationships unlock your potential. They are powerful information sources, which provides options and when positive, are proven to increase your happiness. The business of business is creating and maintaining positive relationships. Other than possessing skills, knowledge and a positive attitude, creating relationships have become critical in the pursuit of success today."



**Dr. Ishmael Mubwandarikwa  
Director: IUM Graduate School of Business**

"IUM-GSB is a prestigious business school that is on the precipice of dramatically changing both the face of professional and academic business programmes into world-class offerings. We assure all our students and alumni an experience that embraces technology and disruption while finding ways to humanise and connect to the new digital world of work."

## HR RECRUITMENT PROCESSES

By

*Mr. Hamutenya Hainghumbi*  
*IUM Deputy Director HR*



*Mr. Hamutenya Hainghumbi, Class of 2017*

It is critical for job seekers to comprehend what Human Resources (HR) experts are looking for during the recruitment process in the highly competitive job market of today. In a nutshell, the recruitment process in HR management begins with the identification of a vacant position within the organisation. Subsequently, the HR department then reviews job applications, analyses job requirements, screens and shortlists the most qualified candidates, and completes the process by hiring the best candidate for the position. Prior to making an offer, the HR professionals also undertake interviews, reference checks, and background checks to verify the information the candidate has provided which helps them assess the candidate's potential for success in the position.

Furthermore, recruiting can be a complex and stressful process. During the recruitment process, HR professionals receive a large number of applications for each vacant position advertised. Recruitment remains a critical process for any organisation as it involves to attracting, hiring, and retaining top talent. During the application process, there are common mistakes that job seekers should avoid. One of the mistakes one should avoid is not just applying for any position and one should not state in the application that there is a corporation that they would kill to work for in any capacity.

Furthermore, try to stand out from the crowd and avoid common mistakes in the process. Reading resumes is only one part of the recruiting process. One should keep in mind that HR professionals are evaluating not only the skills but also how well the candidate will fit in with the corporate culture, hence avoid the following:

**1. Incomplete Applications:** Read job descriptions carefully. Applications need to be customised to the position and should clearly demonstrate how the applicant's experience and skills are aligned with the requirements of the position advertised.

**2. Typographical, Grammatical, and Spelling Errors:** One of the quickest ways to get your application tossed away is to have errors in your application. Use spell check, proofread and have someone else look over it before submitting.

**3. Unprofessional Email Address:** Use a professional email address and make sure your greeting is professional as well.

**4. Listing Irrelevant Information:** Include only relevant job history and education information. Listing things that are not relevant will just clutter your application.

There will be that moment of the interview process when the applicant is invited to present themselves before the panel members. The interview process varies depending on the organization. It can either be conducted via phone or video (virtual) interview before the face-to-face interview.

For this purpose, as a job seeker and a potential candidate, one need to prepare by researching the organisation to which they are invited for the interview. The applicant can start by reviewing the job description of the position for which they will be interviewed. It is important to rehearse answers to the most common questions and come up with ones own questions to ask at the end of the interview which is not mandatory.

In conclusion, the applicant must take it upon themselves to do a comprehensive research about the organisation. It is paramount to get to know all the aspects of the organisation. Preparation for a job interview is key. Securing a job interview is an important milestone in any job search process. It is an opportunity to showcase one's skills, experience, and personality to potential employers.

Also, the most qualified candidates can make mistakes during interviews that can cost them the job. Failing to articulate strengths and experiences can cause the applicant to be unqualified. Therefore, an applicant should try to strike a balance by providing concrete examples of their achievements and how they relate to the job requirements.

## THE JOURNEY OF A MALE NURSE

By  
*Ms. Taleni Matheus*  
*IUM Alumni Events Officer*



*Mr. Karl Tuhafeni Nghishitelwa, Class of 2018*

In recent years, the nursing profession has seen a notable shift in gender dynamics, with an increasing number of men entering the field. This transformation challenges traditional stereotypes and expectations surrounding the nursing profession.

In a recent interview, one individual who has embraced this noble journey is Karl Tuhafeni Nghishitelwa, a former student at the International University of Management (IUM).

Karl's journey began at IUM, where he diligently pursued his studies in Health Sciences. With a combination of theoretical and practical knowledge, he gained a wealth of experiences. In September 2018, Karl proudly graduated with a Bachelor's (Honors) Degree in Nursing Science.

Today, with six years of industry experience under his belt, Karl's current role as a male registered nurse is made up by a range of responsibilities that aim to provide professional health assistance to the public. This includes critical tasks such as health screening, nursing intervention, health planning, and ongoing re-assessment of patients to ensure their complete health attainment. Karl's approach to his work is driven by a commitment to delivering quality and adequate healthcare to those in need.

Karl's journey has not been without its challenges, and one hurdle stands out prominently, dealing with patients from diverse cultural and ethnic backgrounds. In a country known for its rich cultural diversity, Karl understands that

each patient's unique background requires tailored care and understanding, necessitating Karl to approach and treat every individual with utmost respect and sensitivity. His ability to navigate these complexities demonstrates his dedication to providing holistic care and fostering a welcoming healthcare environment.

Over the last decade, the health industry in Namibia has undergone remarkable transformations. Technological advancements have streamlined processes, providing healthcare professionals with easier access to patient health information and data. Karl highlights innovations such as electronic health records, online appointments, and e-prescriptions as game-changers that have not only made the industry more efficient but have also allowed nurses to spend more time on direct patient care, rather than being buried in paperwork.

When asked about his advice for aspiring male nursing students, Karl emphasizes the value of balance between competence and efficiency. Patients often arrive seeking urgent assistance. Karl recognized that time is of the essence in healthcare. Karl advised male nursing students to master both the art of skillful nursing and the ability to manage time effectively.

In conclusion, the journey from an IUM nursing student to a respected male nurse in Namibia showcases the evolving nature of healthcare and the invaluable contributions of male nurses.



*Mr. Karl Tuhafeni Nghishitelwa at Work*

**HIGHLIGHTS OF THE IUM ALUMNI NETWORKING BREAKFAST SESSION ON 19 OCTOBER 2023**



*IUM Alumni at the Networking Breakfast Session at Dorado Campus, Asante Hall*



*Prof. Osmund Mwandemele flanked by Dr. Frieda Shimbuli, Mr. Mikka Asino and Ms. Hellen Amupolo to the left and on the right flanked by Dr. Blessing Tafirenyika, Mr. Stanley Lyatumba, Prof. Charles Makanyeza, Dr. Ishmael Mubwandarikwa and Dr. Jacobs Sihela*



**A Collaboration Between the Office of the IUM Alumni Relations and the IUM Graduate School of Business on the IUM Alumni Networking and Breakfast Session**

*Dr. Frieda Shimbuli and Ms. Taleni Matheus from the Office of the IUM Alumni Relation and Dr. Ishmael Mubwandarikwa, Ms Aili Amutenya, Dr. Blessing Tafirenyika and Dr. Jacobs Sihela from the IUM Graduate School of Business*

HIGHLIGHTS OF THE IUM ALUMNI NETWORKING BREAKFAST SESSION ON 19 OCTOBER 2023



## A N N O U N C E M E N T S

### UPCOMING IUM ALUMNI EVENTS 2024

#### IUM ALUMNI HOMECOMING SPORTS FIESTA & MEAT FESTIVAL VENUE: DORADO MAIN CAMPUS | DATE: **TBA** | TIME: **TBA**

IUM Alumni Homecoming Sports Fiesta & Meat Festival is a special time of the year to connect and to have fun with former classmates, friends, Lecturers, Professors, administrative staff and students.



#### IUM ALUMNI RESOURCE MOBILIZATION VENUE: DORADO MAIN CAMPUS | DATE: **TBA** | TIME: **TBA**

Resource mobilisation is at the heart of the Office of the IUM Alumni Relations. It is an effort to mobilise and secure funding from resource providers for the IUM Alumni Association to carry out its events, programmes, community engagements and projects.



#### IUM CLASS RE-UNION 2019 - 2023 VENUE: DORADO MAIN CAMPUS | DATE: **TBA** | TIME: **TBA**

Each year IUM through the Office of the IUM Alumni Relations stages a class re-union for a particular class. Each year a particular Class Re-Union will take place. At the Class Re-Union, resource mobilization will be staged to solicit funds and donations for the IUM Alumni Association.



#### DAVID NAMWANDI TRUST ANNUAL HALF MARATHON VENUE: **TBA** | DATE: **TBA** | TIME: **TBA**

The David Namwandi Trust Annual Half Marathon is spearheaded by the Office of the IUM Alumni Relations. The overarching purpose of the marathon is to provide the universities, colleges, IUM Alumni and high schools to take part in the marathon to unleash their marathon running potential.





PROMINENT IUM ALUMNI



**Mr. Lukas Amukwaya**  
Masters Degree  
Class of 2023



**Mr. Lisias Namhola**  
Bachelor's Degree  
(Honours)  
Class of 2023



**Ms. Maria Kapundja**  
Bachelor's Degree  
(Honours)  
Class of 2023



**Ms. Priskilla P Imbondi**  
Masters Degree  
Class of 2023



**Ms. Laina N Nashiku**  
Diploma  
Class of 2023



**Ms. Dorteia Indongo**  
Bachelor's Degree  
Class of 2023



**Ms. Ndinlao N. Heita**  
Diploma  
Class of 2023



**Mr. Tenna Nghipandulwa**  
Masters Degree  
Class of 2023



**Ms. Olivia Shigwedha**  
Bachelor's Degree  
Class of 2023

**PROMINENT IUM ALUMNI**



**Ms. Selma Nghihange**  
Bachelor's Degree  
Class of 2023



**Dr. Mary Onjefu**  
PhD  
Class of 2023



**Mr. Jonas Kashona**  
Bachelor's Degree  
Class of 2023



**Ms. Tjivikua Napeheri**  
Bachelor's Degree  
(Honours)  
Class of 2023



**Ms. Sabina Haifete**  
Bachelor's Degree  
Class of 2023



**Ms. Nangolo Elizabeth**  
Bachelor's Degree  
Class of 2023



**Ms. Negumbo Pudentian**  
Bachelor's Degree  
Class of 2023



**Dr. Faith Rapuleng - Tuelo**  
PhD  
Class of 2022



**Ms. Merlyn Tjimuku**  
Masters Degree  
Class of 2021