

**A STUDY OF IN-SERVICE EDUCATION AND TRAINING (INSET) OF
UNIVERSITY LECTURERS IN SOUTH AFRICA**

by

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DECLARATION: STUDENT NUMBER: 9829517

I declare that:

“ In-Service Education and Training of University Lecturers in South Africa” is my own work and that all the sources that I have used or quoted have been indicated and acknowledged by means of complete references.



SIGNATURE

07/02/2013

DATE

Mr L E Mofokeng

DEDICATION

I dedicate this work to:

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LIST OF ABBREVIATIONS AND ACRONYMS

| | | |
|--------------|----------|--|
| AIDS | : | Acquired Immune Deficiency Syndrome |
| ANC | : | African National Congress |
| ASDEC | : | Academic Staff Development Centre |
| ASEC | : | Academic Staff Evaluation Centre |
| AUT | : | Association of University Teachers |
| AVCs | : | Audio-Visual Centres |
| AVCC | : | Australian Vice-Chancellors' Committee |
| CAUT | : | Committee for the Advancement of University Teaching |
| CCs | : | Computer Centres |
| CCTUT | : | Co-ordinating Committee for the Training of University Teachers |
| CEA | : | Centre for Educational Advancement |
| CERI | : | Centre for Educational Research and Innovation |
| CHE | : | Commission on Higher Education |
| CQHE | : | Committee for Quality Assurance in Higher education |
| CSDF | : | Commonwealth Staff Development Fund |
| CTM | : | Centre for Teaching Methods |
| CUT | : | Curtin University of Technology |
| CVCP | : | Committee of Vice-Chancellors and Principals |
| DES | : | Department of Education and Science |
| DET | : | Department of Education and Training |
| EDU | : | Educational Development Unit |

| | | |
|---------------|----------|---|
| ERS | : | Education Renewal Strategy |
| ETQABs | : | Education and Training Quality Assurance Bodies |
| FATUSA | : | Federation of Australian University Staff Association |
| FRD | : | Foundation for Research Development |
| HBU | : | Historically Black Universities |
| HEFC | : | Higher Education Funding Council |
| HEQC | : | Higher Education Quality Committee |
| HERDSA | : | Higher Education Research and Development Society of Australia |
| HIV | : | Human Immunodeficiency Virus |
| HSRC | : | Human Sciences Research Council |
| HWU | : | Historically White Universities |
| IDC | : | International Development Centre |
| INSET | : | In-Service Education and Training |
| LEAP | : | Learning Effectiveness Alliance Program |
| LINKS | : | Australia-South Africa Institutional Links Staff Development Programme |
| NCHE | : | National Commission on Higher Education |
| NECC | : | National Education Co-ordinating Committee |
| NEPI | : | National Education Policy Investigation |
| NGO | : | Non-Governmental Organisation |
| NQF | : | National Qualifications Framework |
| NTB | : | National Training Board |
| NTSI | : | National Training Strategy Initiative |

| | | |
|---------------|----------|---|
| NUS | : | National Union of Students |
| OBE | : | Outcomes-Based Education |
| OECD | : | Organization for Economic Co-operation and Development |
| Ph.D | : | Doctor of Philosophy |
| RDP | : | Reconstruction and Development Programme |
| RPI | : | Research Performance Indicators |
| RSA | : | Republic of South Africa |
| SAQA | : | South African Qualifications Authority |
| SAS | : | Statistical Analysis System |
| SAUVCA | : | South African Universities Vice-Chancellors' Association |
| SCCs | : | Student Counselling Centres |
| SRHE | : | Society for Research into Higher Education |
| TOPS | : | Teacher Opportunity Programmes |
| TQM | : | Total Quality Management |
| TSP | : | Thousand Schools Project |
| UCTECH | : | University Council of the Tertiary Education Commission |
| UFC | : | University Funding Council |
| UGC | : | University Grants Committee |
| UK | : | United Kingdom |
| UNESCO | : | United Nations Educational, Scientific and Cultural Organization |
| UNIN | : | University of the North |
| UNIQWA | : | Qwa-Qwa Campus of the University of the North |
| USA | : | United States of America |

UWC : **University of Western Cape**

WAIT : **Western Australian Institute of Technology**

WITS : **University of Witwatersrand**

TABLE OF CONTENTS

CONTENTS

| | Page |
|------------------------------------|-------------|
| Acknowledgements | i |
| Declaration | vii |
| Dedication | viii |
| List of Abbreviations and Acronyms | ix |
| List of Figures | xxxi |
| List of Tables | xxxiv |
| Abstract | xxxvi |

CHAPTERS

Chapter One: Orientation

| | | |
|-------|--|----|
| 1.1 | Introduction | 1 |
| 1.1.1 | Challenges Facing Universities | 1 |
| 1.1.2 | The Benefits and Limitations of INSET | 5 |
| 1.1.3 | Circumstances Which Gave Rise to this Research and Aims of this Investigation | 9 |
| 1.1.4 | Statement of the Problem and Objectives of the Study | 14 |
| 1.1.5 | Purpose and Importance of the Study | 17 |

| | | Page |
|---------------------|--|-------------|
| 1.1.6 | Research Design and Methodology | 21 |
| 1.1.6.1 | Literature Study | 21 |
| 1.1.6.2 | Research by Questionnaires | 22 |
| 1.1.6.3 | Interviews | 22 |
| 1.1.6.4 | Conferences, Seminars and Workshops | 23 |
| 1.1.7 | Data Analysis | 23 |
| 1.1.8 | Delimitation of the Study | 23 |
| 1.1.9 | Limitations of the Study | 24 |
| 1.1.10 | Structure of the Research | 25 |
| | | |
| Chapter Two: | Theoretical and Conceptual | |
| | Framework of In-service Education and Training | |
| | (INSET) for University Lecturers | 29 |
| | | |
| 2.1 | Introduction | 29 |
| 2.2 | Rationale and Importance of Theoretical Framework of INSET for University Lecturers | 31 |
| 2.3 | Selected Theories Which Are Relevant to INSET of University Lecturers | 39 |
| 2.3.1 | The Theory of Adult Learning or Andragogy | 40 |
| 2.3.1.1 | Differences Between Pedagogy and Andragogy | 46 |
| 2.3.1.1.1 | Self-concept | 47 |

| | Page | |
|-------------|--|----|
| 2.3.1.1.2 | Readiness to Learn | 47 |
| 2.3.1.1.3 | Time Perspective | 49 |
| 2.3.1.1.4 | Orientation to Learning | 50 |
| 2.3.1.1.5 | Experience | 51 |
| 2.3.1.1.5.1 | Physical Background | 52 |
| 2.3.1.1.5.2 | Social Experience | 53 |
| 2.3.1.1.5.3 | Personality As Part of Experience | 54 |
| 2.3.1.1.5.4 | Environmental Experience | 54 |
| 2.3.1.1.5.5 | Developmental Experience | 55 |
| 2.3.1.2 | Facilitation Capacity for Self-directedness in the Practice of Andragogy | 56 |
| 2.3.1.2.1 | The Behaviourist Paradigm | 58 |
| 2.3.1.2.2 | The Humanistic Paradigm | 59 |
| 2.3.1.2.3 | The Critical Paradigm | 61 |
| 2.3.1.3 | The Perceptions of Adult Learners Regarding Facilitation | 62 |
| 2.3.1.4 | Summation | 63 |
| 2.3.2 | Systems Theory as a Framework for Analysing and Understanding INSET of University Lecturers | 66 |
| 2.3.2.1 | Introduction | 66 |
| 2.3.2.2 | An Explication of the Term System | 67 |
| 2.3.2.3 | A Brief Description of Systems Theory and its Central Arguments Which Are Pertinent to INSET of University Lecturers | 69 |

| | Page | |
|---------|---|-----|
| 2.3.2.4 | Relationship Between Systems Theory and INSET of University Lecturers | 74 |
| 2.3.2.5 | Summation | 78 |
| 2.4 | An Explication of Some Fundamental Concepts and Terminology Used in this Research | 81 |
| 2.4.1 | Recurrent Education | 82 |
| 2.4.2 | On-the-job-training | 86 |
| 2.4.3 | Continuing Education | 87 |
| 2.4.4 | Staff Development | 89 |
| 2.4.5 | Lifelong Learning or Lifelong Education | 97 |
| 2.4.5.1 | Mastery of Theoretical Knowledge | 98 |
| 2.4.5.2 | Capacity to Solve Problems | 98 |
| 2.4.5.3 | Use of Practical Knowledge | 98 |
| 2.4.5.4 | Formal Training | 99 |
| 2.4.5.5 | Credentialing | 99 |
| 2.4.5.6 | Creation a of Sub-culture | 100 |
| 2.4.5.7 | Legal Reinforcement | 101 |
| 2.4.5.8 | Ethical Procedures | 101 |
| 2.4.5.9 | Public Acceptance | 102 |
| 2.4.6 | Professional Development | 103 |
| 2.4.7 | In-service Education and Training (INSET) | 109 |
| 2.5 | Other Terms Used in this Research | 117 |
| 2.5.1 | University | 117 |

| | Page | |
|-----------|--|-----|
| 2.5.1.1 | The University As An Institution | 118 |
| 2.5.1.2 | The Characteristics of the University | 120 |
| 2.5.1.2.1 | Goals of the University | 120 |
| 2.5.1.2.2 | Universities As Client-serving Institutions | 121 |
| 2.5.1.2.3 | The Technology of the University | 121 |
| 2.5.1.2.4 | The Professional Staffing of Universities | 122 |
| 2.5.1.2.5 | The Vulnerability of the University to the Environment | 125 |
| 2.5.1.3 | The Mission, Roles and Functions of Universities | 126 |
| 2.5.1.3.1 | The Provision of Education and Training | 128 |
| 2.5.1.3.2 | Improving the Research Functions of University Lecturers | 128 |
| 2.5.1.3.3 | Improving the Teaching Functions of University Lecturers | 129 |
| 2.5.1.3.4 | The Problem of the Relationship Between the Teaching And Research Functions of University Lecturers | 137 |
| 2.5.1.3.5 | Improving the Community-service Functions of University Lecturers | 139 |
| 2.5.2 | Higher Education | 147 |
| 2.5.3 | University Lecturers | 150 |
| 2.5.4 | The Nature of the Academic Career | 153 |
| 2.5.4.1 | Summation and Concluding Ideas on the Nature of the Academic Career | 158 |
| 2.5.4.2 | Improving the Teaching Functions of University Lecturers | 160 |

| | Page | |
|-------------|---|-----|
| 2.5.4.2.1 | Some Competences and Conditions Which Designers of INSET Need to Take Into Account When Facilitating the Preparation of University Lecturers for Their Teaching Roles | 161 |
| 2.5.4.2.1.1 | Development of Professional Knowledge | 161 |
| 2.5.4.2.1.2 | Development of Teaching Skills and Techniques | 162 |
| 2.5.4.2.1.3 | Development of Attitudes and Understanding Ethical Principles Underpinning Teaching | 162 |
| 2.5.4.2.1.4 | Learning Through Dialogue | 162 |
| 2.5.4.2.1.5 | The Need for Emotional Support | 163 |
| 2.5.4.2.1.6 | The Need for Instruction and Shared Expertise | 163 |
| 2.5.4.2.1.7 | The Need for Feedback and Assessment | 163 |
| 2.5.4.2.1.8 | Time, Incentives, Rewards and Individual Differences | 164 |
| 2.5.4.3 | The Need for INSET to improve the Research Functions of University Lecturers | 164 |
| 2.5.4.4 | Summation | 166 |
| 2.5.5 | Quality Assurance in Universities | 170 |
| 2.5.5.1 | Benefits of Quality Assurance for Universities | 172 |
| 2.5.5.1.1 | Quality Assurance is Customer Driven | 172 |
| 2.5.5.1.2 | Quality Assurance Emphasises Continuous Improvement and Eliminates Re-work | 173 |
| 2.5.5.1.3 | Quality Assurance Concentrates on Making Processes Work Better | 173 |

| | Page |
|-----------|---|
| 2.5.5.1.4 | Quality Assurance Extends the Mind-set 174 |
| 2.5.5.1.5 | Quality Assurance Involves Feedback 174 |
| 2.5.5.1.6 | Quality Assurance Emphasises Teamwork 175 |
| 2.5.5.1.7 | Quality Assurance Requires A Vision 175 |
| 2.5.5.1.8 | Quality Assurance Improves University Operations 175 |
| 2.5.5.2 | Some Kinds of Quality Control for INSET of University |
| | Lecturers 176 |
| 2.5.6 | Summation 176 |
| 2.6 | Selected Theoretical Models Which are Relevant to the |
| | INSET of University Lecturers 178 |
| 2.6.1 | The Defect Model 178 |
| 2.6.2 | The Growth Model 180 |
| 2.6.3 | The Peer-coaching Model or Peer-consultancy Model 181 |
| 2.6.3.1 | The Stages of the Peer-coaching Model 183 |
| 2.6.3.1.1 | Stage 1: Pre-observation Conference 183 |
| 2.6.3.1.2 | Stage 2: Observation 185 |
| 2.6.3.1.3 | Stage 3: Analysis and Strategy 186 |
| 2.6.3.1.4 | Stage 4: the Post-observation Conference or Instructional |
| | Conference 187 |
| 2.6.3.1.5 | Stage 5: Post-conference Analysis 189 |
| 2.6.3.2 | The Value of the Peer-consultancy Model for INSET |
| | of University Lecturers 189 |

| | Page | |
|-----------|---|-----|
| 2.6.3.3 | Some of the Disadvantages of the Peer-consultancy Model | 191 |
| 2.6.4 | Research-based Development Model or Action Research | 191 |
| 2.6.4.1 | The Value of Research-based Development Model for INSET of University Lecturers | 192 |
| 2.6.4.2 | Some Challenges Posed by the Research-based Development Model of INSET | 194 |
| 2.6.5 | The Naturalistic INSET Model | 195 |
| 2.6.5.1 | INSET Design and Development | 197 |
| 2.6.5.1.1 | Phase 1: Exploration and Problem Identification | 197 |
| 2.6.5.1.2 | Phase 2: Problem Selection and Familiarisation | 198 |
| 2.6.5.1.3 | Phase 3: Outline Planning | 200 |
| 2.6.5.1.4 | Phase 4: Progressive Development | 200 |
| 2.6.5.1.5 | Phase 5: An Evaluation Structure | 201 |
| 2.6.5.2 | The Value of the Naturalistic Model to INSET of University Lecturers | 201 |
| 2.6.6 | The Model for Raising the Institutional Quality of Teaching | 203 |
| 2.6.7 | Boud and McDonald's Proposed Models for INSET | 205 |
| 2.6.7.1 | The Professional Service Model | 206 |
| 2.6.7.2 | The Counselling Model | 206 |
| 2.6.7.3 | The Collegial Model | 206 |
| 2.6.7.4 | The Eclectic Model | 207 |

| | Page | |
|--|--|---------|
| 2.6.8 | Glickman's Model of Teacher Categories and its Relevance to INSET | 207 |
| 2.7 | Conclusion | 211 |
| Chapter Three: INSET of University Lecturers: The International Perspective | | 215 |
| 3.1 | Introduction | 215 |
| 3.2 | An Overview of INSET for University Lecturers in Australia | 216 |
| 3.2.1 | Background | 216 |
| 3.2.2 | The Nature of the Academic Career in Australia | 219 |
| 3.2.3 | Improving the Teaching Functions of University Lecturers in Australia | 221 |
| 3.2.4 | Improving the Research Functions of University Lecturers in Australia | 225 |
| 3.2.5 | Quality Assurance in Australian Universities | 226 |
| 3.2.6 | An Overview of INSET Practice in Australia | 228 |
| 3.2.7 | INSET of Lecturers At Curtin University of Technology (CUT) | 233 |
| 3.2.7.1 | Background | 233 |
| 3.2.7.2 | Improving the Teaching Functions of Lecturers At CUT | 235 |
| 3.2.7.3 | Improving the Research Functions of Lecturers At CUT | 243 |

| | Page | |
|-----------|---|-----|
| 3.2.7.3.1 | Introduction | 243 |
| 3.2.7.3.2 | An Overview of the Areas of Concern Regarding the Research Capacity of Lecturers At Curtin University of Technology | 244 |
| 3.2.7.3.3 | Arrangements for Ensuring An Effective Research Training Environment at Curtin University of Technology | 247 |
| 3.2.7.4 | Quality Assurance At Curtin University of Technology | 252 |
| 3.2.7.5 | Concluding Reflections on the Study Visit to CUT | 252 |
| 3.3 | An Overview of INSET for University Lecturers in the United Kingdom | 254 |
| 3.3.1 | Background | 255 |
| 3.3.2 | The Nature of the Academic Career in the United Kingdom | 259 |
| 3.3.3 | Improving the Teaching Functions of University Lecturers in the United Kingdom | 261 |
| 3.3.4 | Improving the Research Functions of University Lecturers in the United Kingdom | 265 |
| 3.3.5 | Quality Assurance in the United Kingdom Universities | 267 |
| 3.3.6 | An Overview of INSET Practice for University Lecturers in the United Kingdom | 268 |
| 3.4 | An Overview of the Development and Role of INSET for University Lecturers in Africa | 271 |

| | Page |
|----------------------|--|
| 3.5 | Summation 275 |
| 3.6 | Conclusion 277 |
| | |
| Chapter Four: | An Overview of INSET for University |
| | Lecturers in South Africa 280 |
| | |
| 4.1 | Introduction 280 |
| 4.2 | Background 281 |
| 4.3 | The Nature of the Academic Career in South Africa 285 |
| 4.4 | Improving the Teaching Functions of University Lecturers in South Africa 293 |
| 4.5 | Improving the Research Functions of University Lecturers in South Africa 296 |
| 4.6 | Improving the Community-service Functions of University Lecturers in South Africa 300 |
| 4.7 | The Development of Human Resources At Universities in South Africa 305 |
| 4.8 | Quality Assurance and INSET of Lecturers in South African Universities 310 |
| 4.9 | The Current Practice of INSET in South African Universities 317 |
| 4.10 | Conclusion 322 |

| | Page |
|--|-------------|
| Chapter Five: Data Gathering Procedures for the Empirical Investigation | 325 |
| 5.1 Introduction and Research Design Employed | 325 |
| 5.2 Sampling | 326 |
| 5.2.1 Choice of Locales | 328 |
| 5.2.2 The Sampling Procedure Used in the Selection of University Lecturers in South Africa | 328 |
| 5.2.3 The Sampling Procedure Used in the Selection of University Lecturers in Australia | 330 |
| 5.3 Instruments Used | 331 |
| 5.3.1 The Questionnaires | 331 |
| 5.3.1.1 Construction of the Questionnaire | 322 |
| 5.3.1.2 The Pilot Study | 336 |
| 5.3.1.3 The Administration of the Questionnaires | 338 |
| 5.3.1.4 The Control of Questionnaires Despatch and Return | 339 |
| 5.3.1.5 Mailed Questionnaires | 339 |
| 5.3.2 The Interviews | 340 |
| 5.3.2.1 Introduction | 340 |
| 5.3.2.2 Constructing and Administering the Interview Schedules | 342 |
| 5.3.2.2.1 Structured Interviews Administered to University Lecturers in South Africa | 342 |

| | Page |
|---|-------------|
| 5.3.2.2.2 Interviews Conducted At Curtin University of Technology in Western Australia | 343 |
| 5.3.2.3 Recording Interviews | 346 |
| 5.3.3 Participant Observation | 347 |
| 5.3.4 Conclusion | 347 |
| | |
| Chapter Six: Data Analysis and Presentation of the Findings | 349 |
| | |
| 6.1 Introduction | 349 |
| 6.2 Biographical Information | 349 |
| 6.2.1 The Academic Rank Or Status of Respondents | 349 |
| 6.2.2 Responses According to Gender | 353 |
| 6.2.3 Responses According to Marital Status | 356 |
| 6.2.4 Qualifications | 356 |
| 6.2.5 Age and Experience | 361 |
| 6.3 Lecturers' Efforts to Improve Their Qualifications | 366 |
| 6.4 INSET Needs of University Lecturers | 371 |
| 6.4.1 Introduction | 371 |
| 6.4.2 The Teaching Needs of University Lecturers | 373 |
| 6.4.2.1 Professional Competences | 373 |
| 6.4.2.2 Giving Students a Range of Experiences to Help Them Learn | 376 |

| | Page |
|---|-------------|
| 6.4.2.3 Making Efforts to Involve Students in Planning When Appropriate | 377 |
| 6.4.2.4 Treating Students in Terms of Their Uniqueness | 378 |
| 6.4.2.5 Teaching and Learning Techniques | 381 |
| 6.4.2.5.1 Use of Multiple (Integrated Teaching/Training Methods and Techniques | 382 |
| 6.4.2.5.2 Guidance and Counselling Techniques for Students in Need of Assistance | 384 |
| 6.4.2.5.3 Multi-cultural Teaching and Training | 385 |
| 6.4.2.5.4 Teaching for Transfer of Training, Motivational Techniques for Learning and the Development of Opinion, Interest and/or Attitude Questionnaires | 387 |
| 6.4.2.5.4.1 Ensuring That Classroom Teaching is Appropriate for Implementation in the Work Environment | 387 |
| 6.4.2.5.4.2 Motivational Techniques for Learning | 389 |
| 6.4.2.5.4.3 Developing Opinion, Interest and/or Attitude Questionnaires | 389 |
| 6.4.2.5.4.4 Assessment of Students | 391 |
| 6.4.2.6 Summary of the Teaching Needs Expressed in the Open-ended Questions and Interviews | 394 |
| 6.4.2.6.1 Summary of the Teaching Needs Expressed by Lecturers in the Open-ended Questions and Interviews | 395 |
| 6.4.2.6.2 Summary of the Teaching Needs Expressed by Heads of Departments or Schools in the Open-ended Questions | |

| | Page |
|---|-------------|
| and Interviews | 396 |
| 6.4.3 The Research Needs of University Lecturers | 397 |
| 6.4.3.1 Introduction | 397 |
| 6.4.3.2 Searching for and Locating Literature in the Subject Area | 397 |
| 6.4.3.3 Upgrading Technical Skills Such As Computer Literacy | 399 |
| 6.4.3.4 Writing Proposals for Research Grants or Funding | 400 |
| 6.4.3.5 Summary of the Research Needs Emerging from Open-ended Questions and Interviews | 402 |
| 6.4.3.5.1 Summary of the Research Needs Expressed by Lecturers in the Open-ended Questions and Interviews | 403 |
| 6.4.3.5.2 Summary of the Research Needs Expressed by Heads of Departments or Schools in the Open-ended Questions and Interviews | 404 |
| 6.44 The Community-service Needs of University Lecturers | 404 |
| 6.4.4.1 Conducting Needs Analysis to Determine Community Needs | 408 |
| 6.4.4.2 The Development, Implementation and Evaluation of Relevant Community-based Programmes | 408 |
| 6.4.4.3 Establishing Self-help Programmes for the Community | 410 |
| 6.4.4.4 Summary of the Community-service Needs Emerging from the Open-ended Questions and Interviews | 411 |
| 6.4.5 The Provision, Delivery Systems and Management of INSET | 412 |

| | Page | |
|---|--|----------------|
| 6.4.5.1 | Introduction | 412 |
| 6.4.5.2 | The Importance of Formal, Award-Bearing INSET in the Present Role of Lecturers | 413 |
| 6.4.5.3 | The Importance of Non-formal, Non-award Bearing INSET in the Present Role of Lecturers | 413 |
| 6.4.5.4 | Discussion of INSET Needs with Colleagues | 415 |
| 6.4.5.5 | Determination and Encouragement of INSET Needs | 416 |
| 6.4.5.6 | Release Time for INSET | 418 |
| 6.4.5.7 | Reasons for INSET | 419 |
| 6.4.5.8 | Preference of the Kind of INSET Course(s) | 422 |
| 6.4.5.9 | Preference for Providing Agencies | 425 |
| 6.4.5.10 | INSET As Voluntary or Mandatory | 428 |
| 6.4.5.11 | The Timing of INSET | 428 |
| 6.4.5.12 | INSET Provision At Universities | 429 |
| 6.4.5.13 | Payment for INSET Activities | 433 |
| 6.4.5.14 | Evaluation of INSET Programmes | 435 |
| 6.5 | Conclusion | 438 |
| Chapter Seven: Conclusions and Recommendations | | 442 |
| 7.1 | Introduction | 442 |
| 7.2 | Conclusions | 443 |
| 7.3 | Recommendations | 449 |

| | Page | |
|-------|--|-----|
| 7.3.1 | Introduction | 449 |
| 7.3.2 | Determination and Encouragement of INSET Needs | 450 |
| 7.3.3 | Improving the Teaching Performance of University Lecturers | 453 |
| 7.3.4 | Improving the Research Performance of University Lecturers | 457 |
| 7.3.5 | Improving the Community-service Performance of University Lecturers | 458 |
| 7.3.6 | Improving the Provision, Delivery Systems and Management of INSET | 459 |
| 7.4 | Future Research | 460 |
| 7.4.1 | Future Research Regarding the Teaching Performance of University Lecturers | 461 |
| 7.4.2 | Future Research Concerning the Research Performance of University Lecturers | 463 |
| 7.4.3 | Future Research on the Community-service Performance of University Lecturers | 463 |
| 7.4.4 | Future Research for Improving the Provision, Delivery Systems and Management of INSET | 464 |
| 7.5 | Epilogue | 465 |
| 8 | Bibliography | 466 |
| 9 | Appendices | |

| | Page |
|---|-------------|
| 9.1 Appendix 1: Research Questionnaire | 513 |
| 9.2 Appendix 2: A Covering Letter Requesting Heads of Academic Divisions, Heads of INSET Units and Deans of Selected Faculties To Distribute the Questionnaires | 514 |
| 9.3 Appendix 3: A Covering Letter Requesting University Lecturers to Respond to the Questionnaire | 515 |
| 9.4 Appendix 4: A Glossary of Terms Used in the Questionnaire | 516 |
| 9.5 Appendix 5: the Open-ended Questionnaire Dispatched to Lecturers At Curtin University of Technology | 517 |
| 9.6 Appendix 6: Attendance Register of Lecturers Who Attended A Seminar A Curtin University of Technology | 518 |
| 9.7 Appendix 7: A Structured Interview Schedule Administered to Lecturers in South African Universities | 519 |
| 9.8 Appendices 8,9 and 10: Letters Requesting Logistical Support From Curtin University of Technology Management Personnel | 520 |
| 9.10 Appendices 11,12,13 and 14: Letters Confirming the Study Visit and Arrangements At Curtin University of Technology | 523 |
| 9.11 Appendix 15: A Provisional Semester Programme for the Empowerment of Women Academics | 527 |
| 9.12 Appendices 16,17 and 18: Documents confirming attendance of INSET activities at CUT | 528 |

List of Figures

| Figure | Description | Page |
|--------|--|------|
| 2.1 | Career Stages | 44 |
| 2.2 | From Pedagogy to Andragogy | 46 |
| 2.3 | The Systems Theory | 671 |
| 2.4 | The Five-stage Peer-consultancy Model | 183 |
| 2.5 | The Components of the Naturalistic INSET Model | 196 |
| 2.6 | Phases Through Which INSET Designers and Developers Tend to Pass. | 197 |
| 2.7 | Problem Selection and Familiarization | 199 |
| 2.8 | A Model for Raising the Institutional Quality of Teaching | 200 |
| 2.9 | A Paradigm of Teacher Categories | 209 |
| 6.1 | Academic Rank Or Status of Respondents | 350 |
| 6.2 | Responses According to Gender | 354 |
| 6.3 | Marital Status of Respondents | 356 |
| 6.4 | Bar-graph Showing Broad Pattern of Qualifications of Lecturers | 367 |
| 6.5 | Bar-graph Showing the Age Groups of Respondents | 362 |
| 6.6 | Showing Respondents' Efforts to Improve Their Qualifications | 367 |
| 6.7 | Showing the Percentage of Respondents' Mode of Improving Their Qualifications | 370 |
| 6.8 | Showing Institutions in Which Respondents Are Improving Their Qualifications | 371 |

| | Page |
|--|-------------|
| 6.9 Showing How Respondents Rated Themselves on the Range of Experiences They Had Given Students in Order to Enhance Their Learning | 376 |
| 6.10 Reflecting How the Respondents Rated the Pass Rate of Their Students | 380 |
| 6.11 Reflecting the Lecturers' Need for Guidance with Regard to Teaching and Learning Techniques | 382 |
| 6.12 The Responses of Lecturers Regarding the Level of Need for Assistance in Teaching for Transfer of Training | 388 |
| 6.13 Reflecting the Specific Levels of Need for Guidance Concerning the Development of Opinion, Interest and/or Attitude Questionnaires | 390 |
| 6.14 Showing the Lecturers' Actual Levels of Need for Guidance in Searching for and Locating Literature in Their Subject Area | 398 |
| 6.15 Showing Lecturers' Actual Levels of Need for Guidance in Connection with Assistance About Upgrading of Their Technical Skills Such As Computer Literacy | 399 |
| 6.16 Reflecting the Levels of Need for Guidance in Writing Proposals for Research Grants and Funding | 400 |
| 6.17 Showing the Percentage of the Respondents' Priority INSET Needs Regarding Guidance on Community-Outreach Programmes | 405 |
| 6.18 The Respondents' s Actual Levels of Need for Guidance | |

| | Page |
|--|-------------|
| with Regard to the Development, Implementation and Evaluation of Relevant Community-based Programmes | 409 |
| 6.19 The Respondents' Actual Levels of Need for INSET Regarding the Establishment of Self-help Programmes for the Community | 410 |
| 6.20 The Importance of Formal, Award-Bearing INSET in the Present Roles of Lecturers | 413 |
| 6.21 The Importance of Non-formal, Non-award Bearing INSET in the Academics' Present Roles | 414 |
| 6.22 Determination of INSET Needs | 416 |
| 6.23 Showing the Type of Release Time Preferred by Respondents | 419 |
| 6.24 The Lecturers' Preference of INSET Course(s) in Order of Priority | 425 |
| 6.25 The Opinions of Lecturers About Who Should Pay for INSET Activities | 433 |
| 6.26 The Responses of Lecturers with Regard to Their Preparedness to Attending INSET Activities At Their Own Costs | 435 |
| 6.27 The Responses of Lecturers Regarding the Time When INSET Programmes Should Be Evaluated | 436 |

List of Tables

| Table | Description | Page |
|--------------|---|-------------|
| 3.1 | CUT RPI Points by Division/branch: 1993-1997 | 248 |
| 6.1 | Current Upgrading of Respondents' Academic or Professional Qualifications | 352 |
| 6.2 | Duration of Degree/diploma/certificate/course | 352 |
| 6.3 | Institution of Upgrading | 352 |
| 6.4 | Mode of Studying | 353 |
| 6.5 | The Nature of Lecturers' Appointment | 359 |
| 6.6 | The List of Faculties Selected for Inclusion in the Sample | 360 |
| 6.7 | Schools or Departments in which the Respondents Work | 361 |
| 6.8 | The Teaching Experience of the Respondents | 366 |
| 6.9 | The Respondents' Commitment to the Advancement of their Education | 372 |
| 6.10 | The Lecturers' Participation in Independent Professional Reading | 372 |
| 6.11 | Rating Scale of Professional Competences | 374 |
| 6.12 | How Lecturers Rated Themselves with Regard to Making Efforts to Involve Students in Planning When Appropriate | 377 |
| 6.13 | Rating Scale of Treating Students in Terms of Their Uniqueness | 378 |
| 6.14 | The Respondents' Level of Need for Guidance in Counselling Techniques | 384 |

| | Page |
|---|-------------|
| 6.15 The Lecturers' Level of Need for Guidance Concerning Multi-cultural Teaching and Training | 385 |
| 6.16 The Respondents' Levels of Need for Guidance with Regard to Conducting Relevant Test Items | 391 |
| 6.17 The Respondents' Levels of Need for Guidance on the Assessment of Students' Performance | 391 |
| 6.18 The Levels of the Respondents' Need for Guidance Concerning the Writing of Dissertations or Theses | 402 |
| 6.19 The Actual Levels of Need for Guidance with Regard to Conducting Needs Analysis and Determining Community Needs | 406 |
| 6.20 The Responses of Lecturers to the Question of Discussing INSET with Colleagues | 415 |
| 6.21 The Responses of Lecturers Regarding the Question of Whether Their Universities Provide INSET Programmes for them | 417 |
| 6.22 The Provision of INSET Programmes as Described by Lecturers | 417 |
| 6.23 Rank Order of Preference of Reasons for INSET | 420 |
| 6.24 Rank Order of Preference of Kind of INSET Courses | 423 |
| 6.25 Rank Order of Preference of Providing Agencies | 426 |
| 6.26 The Responses of Lecturers to INSET Provision at Universities | 429 |
| 6.27 Preference for Evaluators of INSET Programmes | 437 |

Abstract

This research focuses on the In-Service Education and Training (INSET) of university lecturers. The challenges facing universities and the competences required of lecturers in order to perform their academic tasks more effectively and efficiently are discussed. An overview of INSET and attempts to improve the research, teaching and community-service functions of academics in both the developed and developing countries is provided. In addition, the study also describes quality measures which have been put in place in the tertiary education sector.

A multi-method approach was employed to investigate the current INSET of lecturers. Further, this approach helped the researcher to study the contemporary provision of INSET programmes. The methods of collecting data included a systematic review of literature, questionnaires, interviews and participant observation.

The study presents an exposition of the theories, models and concepts which underpin INSET of academics. Systems theory as a framework for analysing and understanding INSET as well as the relevance of pedagogy and andragogy to the professional development of academics are briefly explained. The role of INSET in the provision of opportunities for the improvement of the qualifications and competences of university lecturers internationally and in South Africa are investigated.

Conclusions and recommendations related to INSET provision derived from the South African and international settings are developed, synthesised and synchronised. These conclusions and recommendations are elicited from the exhaustive literature review, historico-comparative studies, empirical study and the researcher's personal experience of facilitating INSET of university lecturers in South Africa and abroad.

KEY WORDS:

Professional Development, Staff Development, Continuing Education, Lifelong Education, Recurrent Education, University, Higher Education, Lecturers, Academics and Quality Assurance.