

How can Internal QA gain buy-in and  
Acceptance from Staff  
(Academic & Non- Academic)

# Academic Members

- **Recognition of Internal Quality Assurance Units within HEIs**
  - QA Director should be a full time member
  - OR
  - Part time Director + fulltime Scientific Officer
  - Infrastructure facilities should be developed
  - Permanent cadre positions
  - Recognition of link between Departments + Faculty + IQAU
  - Corporate goals of the university should be aligned with QA goals

- **Academic Members (Contd.)**

- **Awareness**

- Dissemination of information among staff members of benefits of QA

- QA not infringing on academic freedom

- Emphasize the benefits of QA as an element of importance in the staff development programme

# Academic Members (Contd.)

- **Feedback from stakeholders**
  - Feedback from students & Peers (Confidential)  
Feedback should be treated as a self evaluation for career advancement
  - Contribution towards QA considered for promotions

# Non-Academic members

- Awareness through programmes (to make their tasks easier)
- Recognition of contribution to QA for increments / promotions

# Academic & Non-academic

- QA contributes to grow individually, institutionally, nationally & internationally and gain professional recognition.