

You are kindly invited to the public defense to obtain the degree of

**DOCTOR OF EDUCATIONAL SCIENCES**

of Ms. Elizabeth Jacob Landa

Which will take place on 8/12/2022, 10:00  
Promotiezaal D.2.01 – Brussels VUB Main Campus  
Pleinlaan 2 – 1050 Brussel

Or if you wish to attend online, [join the online public defense](#)

**INTEGRATION OF INNOVATIVE TEACHING AND  
LEARNING TECHNOLOGIES IN SELECTED TANZANIAN  
UNIVERSITIES: THE EFFECT OF CHANGE MANAGEMENT  
PROCESSES**

**JURY**

**INTERN:**

**Prof. dr. Tom Vanwing (Chair) (Vrije  
Universiteit Brussel)**  
**Prof. dr. Michael DOOMS (Vrije  
Universiteit Brussel)**  
**dr. Yves Blicq (Vrije Universiteit  
Brussel)**

**EXTERN:**

**Prof. dr. Koenraad Stroeken (Ghent University)**  
**Prof. dr. Melita Kovacevic (University of Zagreb)**

**PROMOTOR(S)**

**Prof. dr. Chang Zhu (Vrije Universiteit  
Brussel)**  
**dr. Jennifer Sesabo (Mzumbe  
University)**

Coming by car? Please [register your license plate](#) in advance.

You are also invited to the reception afterwards.

Please [confirm your attendance](#) before 6/12/2022.

How to reach the VUB? Click for guidelines in [Dutch](#) or [English](#).

## SUMMARY

This PhD dissertation focuses on the role of change management processes in the integration of Innovative Teaching and Learning Technologies (ITLTs) in the selected Tanzanian universities. Key change management dimensions within the Lewin's change management model were considered to reveal its role on the integration of ITLTs. The study involves both meso-level academic leaders and micro-level academic staff members.

The general research question is: what are the effects of change management on the integration of innovative teaching and learning technologies in the selected Tanzanian universities? Integration of ITLTs needs to consider a multi-dimensional perspective. This research examined the three dimensions of the change processes, namely preparedness for change, execution for change and sustainability for change.

The results revealed that the integration level of innovative teaching and learning technologies practices among academic staff is relatively low. Furthermore, mid-level academic leaders had a relatively low competency level for motivating the adoption and execution of innovative teaching and learning technologies integration. The change management processes are important for the effective integration of ITLTs in HEIs. As such preparedness of academic staff and academic leaders need to be enhanced. Regarding execution, leader support is one of the key factors. Regarding the sustainability stage, rewards, culture, policies, and capacity building are key factors for the reinforcements of the use of ITLTs.

## CURRICULUM VITAE

Elizabeth Jacob Landa is currently a PhD student in educational sciences at Vrije Universiteit Brussels in Belgium. Her PhD topic is on Integration of Innovative Teaching and Learning Technologies in Higher Education Institutions, focusing on the effect of change management processes. Before joining her studies, she was an assistant lecturer at the Department of Public Service and Human Resource Management, Mzumbe University, Morogoro – Tanzania. She has worked with various private and public organization more than seven (7) years in areas of Education, Human Resources Management, Leadership, Public Administration, Management, Change Management, Public Policy Analysis, and Governance. Elizabeth has a bachelor's degree in Public Administration (HRM) and Master in Public Administration.

During her phd journey. She has published in peer-reviewed journals and presented her research in academic conferences both virtually and physically.