Starting a new job can be nerve-racking, no matter how confident you are. It is important to make sure you make the right impression, and get off to the perfect start. It is in this light that the Student Affairs Department organized a workshop on Friday March 31 at the auditorium to train the new students on key administrative procedures and policies that will ensure their effectiveness and efficiency as leaders for their clubs, teams, committees and government.

Sports Coordinator Mr. Bonfas Salano and Clubs Coordinator Mr. Chris Ayuoyi took assembled student leaders through the rigors of event planning, urging them efficiently utilize university resources, to deliver real value to their members.

Legal Counsel Yvonne Mwendi took students the process that they will soon be involved in regarding aligning the Student Affairs Council (SAC) constitution with the University (Amendment) Act. Significant changes will alter the election of SAC officials, as well as regulate the gender composition of the SAC senate.

Mr. Ayuoyi also announced the dates of the 2017 Student Leadership Retreat which will be held from April 19-21 at the Sagana Getaway Resort. The Retreat is an annual three-day seminar addressed by senior university officials, whose aim is to induct leaders of all student organizations, teams and members of the student government.

This was the first event involving club, sports teams and SAC leaders elected earlier this semester. Also at the event was Principal Fundraising Officer Mr. Eannes Ongus, who urged the new leaders to marshall further support for the #ImCommpassionate campaign drive, in their individual classes and student organizations. He also thanked officials of the Red Cross Club for their leadership and support in the campaign over the last few weeks.
USIU-Africa and partners organize historic conference at Harvard

USIU-Africa and the Carnegie African Diaspora Fellowship Program (CADF) together with Harvard University, the Ford Foundation, University of Johannesburg, and the Council for the Development of Social Science Research in Africa, have partnered in organizing the Conference on the Role of the Diaspora in the Revitalization of African Higher Education, currently taking place at Harvard University’s Center for African Studies, in the U.S. city of Boston.

The two-day conference which began on Thursday, March 30 is interrogating some of the key changes, disruptions, challenges and opportunities facing higher education in general and African higher education in particular.

In his opening remarks Vice Chancellor Prof. Paul Zeleza, who is also the Chair of the Advisory Council of the Carnegie African Diaspora Fellowship Program, underlined the importance of the African diaspora terming it, an “indispensable player in the revitalization of Africa’s rapidly growing, and increasingly differentiated and diversified higher education sector.”

He also noted the increasingly critical role to be played through academic engagements stating that, “…the diaspora can facilitate capacity building for Africa’s mushrooming universities, enhance their innovation, and promote their globalization.”

The conference’s keynote remarks were delivered by former Tanzanian President H.E. Jakaya Kikwete who is also the Chancellor of Africa’s most prestigious universities – the University of Dar es Salaam, while Kenya’s Education Cabinet Secretary Dr. Fred Matiang’I was a speaker during the conference’s opening plenary session. Mr. Fred Swaniker (Founder and Chairman of the African Leadership Academy, African Leadership Network, and African Leadership University) will deliver the endnote address.

Dr. Lola Odubekun (Chair of the University Council), Mr. Kris Senanu (University Council member) and Amb. Prof. Ruthie Rono (DVC - Academic & Student Affairs) are attending the landmark conference together with other high-profile delegates from the higher education sector in Africa and the United States.

The conference is expected to close with a collective deliberation on how to build on the experiences, successes, and lessons of the CADF to implement one of the key priorities from the First African Higher Education Summit held in Dakar in March 2015 - the establishment of the 10/10 program to sponsor 1,000 African academics in diaspora across all disciplines every year, for 10 years, to universities and colleges across the continent.

Sophomore elected to head student government

By Diana Meso

Finance Sophomore Chad Naggi is the new Chairperson of the Students Affairs Council (SAC) while International Relations Junior Ms. Rida Raheel is his deputy. International Business Administration Junior Will Kaputeni is the new Secretary, while Applied Computer Technology Sophomore Sumaya Mustafa is the new Treasurer with a resounding 91% of the total vote.

The School of Science and Technology, the Chandaria School of Business and the School of Humanities and Social Sciences will be represented by International Relations Sophomore Adam Kadid, International Business Administration Freshman Brian Wekesa and Applied Computer Technology Junior Bruno Lochemem will represent respectively.

International Relations Freshman Neha Shetty and International Relations Junior Brian Juma are the new Welfare Representatives for International Students and Social Sciences respectively.

Finally, Master of Business Administration student Mumina Mohamed will represent graduate and doctoral students on the SAC Senate.

Former President of the United Republic of Tanzania H.E. Jakaya Kikwete, and Chancellor of the University of Dar es Salaam who delivered the Keynote address at the Conference on the Role of the Diaspora in the Revitalization of African Higher Education, currently taking place at Harvard University’s Center for African Studies.

Photo Credit: World Economic Forum
Guest speaker provides pointers on conducting ethical research

By Rodney Malesi

Following the need, to enhance impact in information literacy classes, the USIU-Africa Library and Information Center hosted a Scholarly Communication and Publishing lecture, to equip the university community with the skills necessary to write and publish journal articles.

The lecture was delivered on Thursday, April 23 by Mr. Frederick Wekesa, a Research Officer from the Africa Population Health Research Center (APHRC) at the Library Conference Room.

Speaking to the assembled graduate and doctoral students, as well as members of staff, Mr. Wekesa introduced students to various aspects of journal publishing, peer review and research ethics. Drawing from his experience as an accomplished epidemiologist, researcher and writer, he tackled issues relating journal ranking, author citations, various aspects of ethical research, predatory publishing, and the role of social networks in research.

Some of the questions that were brought up included rejection by journal publishers, article retraction and the role of gold and green open access modes of publishing. He encouraged the attendees to consult their library databases frequently and get to learn about the various authentic features of high quality journals, to avoid falling prey to publishing in obscure journals; whose interest in unsuspecting writers, is mainly commercial. Those in attendance described the session as relevant to their scholarly publishing endeavors, vowing to make more use of library resources. Mr. Wekesa’s notes will be made available on the library’s electronic catalog shortly.

Marketing Plan to be launched this Friday

By Dan Muchai

The Division of University Advancement will host staff and faculty for the first-ever marketing plan launch at 12pm on Friday, April 7 in the auditorium. The event is part of the university’s drive to include the entire USIU-Africa community in the recruitment of students in furtherance of strategic plan objectives.

The marketing plan which has been developed following wide consultations between faculty, staff and management since October 2016, was given fresh impetus by the reforms introduced by the Education Cabinet Secretary Dr. Fred Matiang’i, which culminated in a smaller percentage of 2016 Kenya Certificate of Secondary Education candidates attaining the qualifying mark for university entry.

During the launch to be officiated by the Vice Chancellor Prof. Paul Zeleza, various constituencies are expected to learn how they can better participate in university recruitment efforts, as well as giving feedback on current recruitment activities.
Delegates at USIU-Africa’s diplomatic simulation conference urged to carry on debate

By Jackie Chirchir

USIU-Africa hosted the 4th Africa Model United Nations (AFROMUN) Conference at the United Nations Offices at Nairobi from March 6-10, 2017. The conference is an annual rotational exercise that simulates discussions in the United Nations and African Union standing committees, regarding current issues based on an annual theme; which in this conference was “Becoming Agents of Change”.

Local and international delegates deliberated and tackled topics and issues in line with the Sustainable Development Goals (SDG) and the African Union’s Agenda 2063 such as security, gender and equality, education, human rights, poverty and youth empowerment.

In the United Nations Security Council (UNSC) Committee, which is tasked with the maintenance of international peace and security, discussions revolved around the lack of adequate representation of nations from Africa, South America, and South East Asia. Recommendations were made regarding creation of semi-permanent positions for those regions, as a way of increasing their visibility. The Economic and Social Council (ECOSOC) Committee was tasked with developing resolutions that will eliminate the bane of economic inequality. Delegates recommended that every country should educate its citizens on entrepreneurial skills that will lead to innovation and thus lower the rate of unemployment.

The African Union (AU) Committee which promotes cooperation among independent nations in Africa focused on the rising spate of unemployment and under-employment in Africa among the youth, and the serious threat that this poses to social cohesion and future socio-economic development prospects of various countries. They also discussed Africa’s rapid population growth and how that may hinder the attainment of development and health. They called upon all member states to adopt dynamic policies in their implementation of action plans whilst ensuring these are inherently youth-led in order to subsume the perspectives of this demographic and make the policies effective.

The United Nations Environment Program (UNEP) Committee was cognizant of overpopulation and the high rates of urbanization in Africa. In the delegates view, population pressure puts even more strain on the forests as they are unable to sustainably support surrounding communities and, they therefore recommended that nations engage in urban population planning as well as mapping of natural forests to protect them from further encroachment. UNEP is an agency of the United Nations and coordinates its environmental activities including assisting developing countries in implementing environmentally-sound policies and practices.

The Social, Humanitarian, and Cultural (SOCHUM) also called the ‘Third Committee’ deals with agendas relating to a range of social, humanitarian and human rights issues. It urged the United Nations Educational, Scientific and Cultural Organization (UNESCO) and the United Nations High Commissioner for Refugees (UNHCR) to educate host nations on the great importance of cultural diversity and the various benefits nations stand to gain.

In a pointer to the prestige the conference has gained, the Closing Ceremony on March 10 was attended by a host of senior local and international diplomats led by Amb. Sahle - Work Zewde (Director General, United Nations Office - Nairobi). Also present was Amb. Victor Ronneberg (Norwegian Ambassador to Kenya and Permanent Representative to UNEP and UN Habitat) and Amb. Ben Ogutu (Ministry of Foreign Affairs and International Trade).

Amb. Prof. Ruthie Rono (DVC - Academic & Student Affairs) in her closing remarks urged delegates “to carry the learning experiences back to your countries and universities and share to keep the debate on the role of youth as change agents in Africa’s peace and security going,” while Kevin Njagi (AFROMUN Secretary General), challenged the delegates to be ready to conquer the global issues they had discussed, to achieve a sustainable and safer globe for all.

The ceremony was also graced by Dr. Manu Chandaria (USIU-Africa Chancellor), Dr. Lola Odubekun (University Council Chair) and Prof. Paul Zeleza (Vice Chancellor).
USIU-Africa’s annual celebration of cultural diversity culminated in a Culture Week Gala Night on campus on Thursday, March 16, 2017.

Vice Chancellor Prof. Paul Zeleza delivers opening remarks at the start of the Culture Week Gala Night on Thursday, March 16, 2017.

Community of Persons Living with Disabilities

Ethiopian Community

South Sudanese Community

Rwandese Community

Rwandese Community performance group pose with Dr. David Mwambari (Assistant Professor of International Relations) who is himself a Rwandan national.

Members of the Somali Community pose for a selfie following their performance during the Culture Week Gala.

Photos: Abiud Khimani
PICTORIAL: CULTURE WEEK GALA 2017

Kenyan Community

Indian Community

Arab Community

Sierra Leone/Gambia Community

Ugandan Community

Somali Community

Ethiopian Community

Somali Community

Photos: Abiud Khimani
Director of University Advancement Mr. James Ogolla (center) presents members of the Arab Community with the 1st Runner-Up prize for Best Exhibition.

A parent (left) presents the Somali Community with the 2nd Runner Up trophy in the Best Research category.

Vice Chancellor Prof. Paul Zeleza presents the top trophy to members of the Nigerian Community in the Best Research category.

Chair of the Culture Week 2017 Committee Mr. Frank Siele presents members of the Indian Community with the 1st Runner Up trophy in the Best Performance category.

University Trustee (Treasurer) Dr. Kevit Desai looks on as a member of the Ugandan Community receives the top prize in the Best Exhibition category.

University Trustee (Treasurer) Dr. Kevit Desai looks on as presenting members of the Kenyan Community with the top prize in the Best Performance category.
Organizational Fairness

By Scott Bellows

We learn from a very early age to value fairness. Researchers Jing Li, Leann Birch, Jane Billman and numerous other researchers note that by the end of the toddler period at three years old, a child can notice and react adversely to disadvantageous inequality in distributions. Any parent knows if you give one child two cookies and another child only one cookie that a torrent of yelling, objections, and crying will ensue by the marginalized child.

As a socially-oriented species, humans never outgrow our deep desire for justice in our personal lives and society at large as we age. Nothing sits so uncomfortably deep in the recesses of our mind than the feeling of unfairness. The human brain pays acute attention to issues surrounding equitable distribution and treatment. An adult example includes when a citizen works and follows all the rules but notices on his walk to work a Prado passing by that contains a contractor who illegally obtained construction tenders. The observation twists his emotions into knots. Likewise, a strong student candidate in her university student government elections can feel utterly cheated if she perceives that other candidates do not abide by institutional campaigning policies.

In as much, the general public often wonders why some universities undergo peaceful student government elections while others descend into chaos. The root lies in the students’ perceptions of institutional fairness regarding the process and results. This week the students of United States International University of Africa go to the polls to elect new student leaders. The institution places strong emphasis on teams of student, faculty, and staff independent from the university’s administration to oversee the student elections so as to not compromise real and perceived fairness.

How does your workplace stack up in terms of fairness? Social scientists deem such fairness concepts of organisational justice as a pertinent salient research trend over the past forty years that shows no signs of abating. Gijs van Houwelingen, Marius van Dijke, and David De Cremer summarise decades of research into one simple phrase that “procedural fairness matters”. Employees fervently care about fairness in procedures, policies, and processes within their organisations. An organisation that promotes an employee, as an example, following a perceived fair process proves enormously helpful towards overall employee motivation. Additionally, a rewards system that employees believe justly distributes payments for equitable performance will surge work output forward.

In fact, employee perceptions about procedural fairness substantially improve virtually all important organisational outcomes desirable by shareholders. Social scientists Brian Collins and Kevin Mossholder showcase mountains of other research that detail how when an organisation treats employees fairly, it improves positive employee attitudes such as commitment to the organisation and job satisfaction. High feelings of fairness also increase positive behaviours among staff including greater trust in management and more extra-role helping behaviour whereby employees assist each other and their supervisors.

Moving beyond the organisation and its policies, the representatives of the entity also impact employee perceptions. When immediate representatives, such as supervisors, treat their employees fairly, then those employees put in greater work effort. If a supervisor promotes positive relational norms in their respective department including integrity, honesty, and civility, then employees reciprocate, on average, that same behaviour back to their supervisor and to the company at large. The improved positive relational interactions improve work-life quality and increase output. So, quite literally, it pays to be nice to your staff.

Unfortunately, not all supervisors practice civility and not all organisations operate fairly. David de Cremer’s research highlights the severely negative reactions of employees when they judge institutional actions as not fair. Employees who perceive a lack of fairness will search for other jobs instead of working, fail to meet performance targets, and quit at much higher rates. Interestingly, workers who feel more attached and integrated to an organisation become the most disenfranchised if fairness perceptions change for the worse.

Now, take out a pen and paper. Determine whether your workplace operates with procedural, distributive, interpersonal, and informational justice. In each of the following fourteen statements below, assign a numeric value to your response in that “1” = not at all, “2” = to a small extent, “3” = to some extent, “4” = to a moderate extent, and “5” = to a large extent.

Have you been able to express your views and feelings during as a result of workplace procedures? Have you had influence over your workplace outcomes because procedures guaranty your input? Have organisational procedures been free of bias? Does your performance review and reward reflect the effort you have put into your job? Is the reward given you by your organisation appropriate for the work you have completed? Does your remuneration reflect what you have contributed to your organisation? Has your supervisor treated you in a polite manner? Has your supervisor treated you with dignity? Has your supervisor refrained from improper remarks or comments that insult you as a person or as a professional in a non-joking way?

Has your supervisor been candid in his or her communication with you? Has your supervisor explained the procedures of your workplace thoroughly? Has your organisation adequately provided you with written policies and procedures to empower you to do your job properly? Did your supervisor explain organisational policies and procedures reasonably? Has your supervisor communicated details and approvals in a timely manner?

Now, total up all your numbers that you assigned to each statement and divide by fourteen. If your average score exceeds four, then congratulations because you work in a fair and just organisation with competent managers. If your average score totaled between three and four, then your entity struggles with organisational justice and needs to either improve fairness in policies and procedures or in supervisor interactions. If you scored less than three on average, then you should consider securing alternative employment because the organisation itself and the supervisors within it do not reward fairly or interact with you appropriately which could stunt your career growth, harm your chances of promotion, and increase negative feelings of satisfaction about your job and life.

The writer is Assistant Professor of Management in the Chandaria School of Business, and Director of the New Economy Venture Accelerator (NEVA). He is also the current Chair of the Faculty Council.
Rugby team takes on South Coast Pirates in League Quarter-Final

By Diana Meso

This Saturday April 1, the USIU-Africa men’s rugby team take on the South Coast Pirates in a Kenya Rugby Union (KRU) Championship League quarter-final match in their last and most important home match of the season.

Last weekend, the men’s soccer team and the ladies hockey team qualified for the KUSA National Playoffs when they clinched silver and gold medals respectively in the Kenya Universities Sports Association (KUSA) League Nairobi Conference Playoffs held at the Kenyatta University on Saturday, March 25. National playoffs take place over the Easter weekend (April 13-16) at the Masinde Muliro University of Science and Technology (MMUST) campus in Kakamega.

Meanwhile the men’s basketball team beat Trailblazers and Co-operative Bank 84-68 and 74-68 respectively, in the Kenya Basketball Federation (KBF) Premier League matches this past weekend at the Nyayo Stadium.

UPCOMING EVENTS

SATURDAY, APRIL 1
Basketball
USIU-Africa (Men) vs Tazmanias © Uppenhill
USIU-Africa (Ladies) vs Co-operative Bank © Nyayo Stadium
USIU-Africa (Ladies) vs Zetech University © Nyayo Stadium
Hockey
USIU-Africa (Men) vs Sikh Union (Nairobi) © City Park Stadium
Rugby
USIU-Africa (Men) vs South Coast Pirates © USIU-Africa | 4pm

SUNDAY, APRIL 2
Basketball
USIU-Africa (Men) vs University of Nairobi © University of Nairobi

MONDAY APRIL 3 – THURSDAY, APRIL 6
Daystar Leadership and Professional Development Institute (DLPD)
Data Analysis Workshop

WEDNESDAY, APRIL 5
Journalism Public Lecture
Polarization and Constructive Journalism. 11am © Lecture Theater 1

THURSDAY, APRIL 6
Sudanese Embassy Talk
11am © Lecture Theater 2

FRIDAY, APRIL 7
Scholars Bazaar
8.30am © the Cafeteria
Young Alumni Network Chat 9am © the Auditorium
Marketing Plan Launch 12pm © the Auditorium

MARCH 23: USIU-Africa was mentioned in an article titled “Women empowerment is not a contest between the sexes.”

March 24: The Daily Nation mentioned USIU-Africa in an article titled “Strathmore Gladiators prey on Jaguars in Kakamega.”

March 25: USIU-Africa was mentioned in The Daily Nation in an article titled “12-1! Ruthless Amira humiliate Multimedia in women’s league.”
http://www.usiu.ac.ke/on-campus/news/media-mentions/749-daily-nation-12-1-ruthless-amira-humiliate-multimedia-in-women-s-league

March 26: The Daily Nation mentioned USIU-Africa in an article titled “10-0! Telkom Orange too good for USIU in women’s league.”

March 26: The People Daily mentioned USIU-Africa in an article titled “USIU-A start KBF season against Co-op.”
http://www.usiu.ac.ke/on-campus/news/media-mentions/751-people-daily-usiu-a-start-kbf-season-against-co-op

March 27: The KTPRESS mentioned USIU-Africa in an article titled “New Bill Allows Rwanda to Launch Cyber Attacks at Any Threat.”

March 27: USIU-Africa was mentioned in a Standard in an article titled “Strathmore hoping to recapture title.”

March 27: The Star newspaper mentioned USIU-Africa in an article titled “Mwangi scores hat-trick as Orange humiliate USIU-Africa.”

March 9: on “Al-Shabaab: Should the Somali president open talks with the terror group?” in The Conversation.

March 31: The Star newspaper mentioned USIU-Africa in an article titled “KPA face Equity Bank and Blades in crucial league matches.”

March 30:USIU-Africa was mentioned by The Star newspaper in an article titled “Bankers sweep past USIU to book date with KPA in play-off final”

March 25: The Star newspaper mentioned USIU-Africa in an article titled “Sean Andrew: You would never find me wearing crop tops”

March 25:USIU-Africa was mentioned by The Star newspaper in an article titled “Strathmore University face Western Jaguars away in Kakamega.”