Students to lead positive behaviour change following title win

By Charlene Wamwea & Antonio Longangi

International Business Administration Sophomore Bonface Muthomi and Psychology Sophomore Angela Mramba.

As part of the activities of the Voluntary Counseling and Testing (VCT) Week, the Counseling Center crowned the USIU-Africa behaviour change ambassadors Mr. & Miss Life at the conclusion of a beauty pageant final held on Thursday, July 12 at the auditorium.

Hosted under the theme “Your Future, Your Responsibility,” the pageant sort to identify and engage students who will take lead in behaviour change campaigns and communication among their peers on matters regarding sexuality, HIV & AIDS, drug abuse and life skills.

A total of 9 students took to the runaway to creatively display positive messages linked to the theme, as assessed by a judging panel consisting of Dr. Oscar Githua (Assistant Professor of Psychology), Miss Hamida Ahmed (Doctor of Psychology student, Psychologist & Trainer) and Mr. Andrew Opere (Former Chairperson - Peer Educators and Counseling Club).

Other winners included IBA Sophomore Frank Mukendi (Mr. Life First Runner up), IR Sophomore Duncan Wagumba (Mr. Life second runner-up), IR Sophomore Chareas Waithera (Miss Life first runner-up), IR Sophomore Vivian Lispa (Miss Life second runner-up) and IR Sophomore Celine Ngatia (Miss Talent). APT Sophomore Eric Munene and IR Junior Margaret Rachel were crowned Mr. & Miss Congeniality.

From May 11 to July 6, contestants underwent extensive training on Peer Education and Counseling, leadership, behaviour change, personal branding and etiquette, as well as regular physical exercises and modelling training.

With guidance from the Counseling Center, the entire winning team is expected to run two behaviour change campaigns throughout their one-year mandate, having received valuable feedback and scrutiny from the panel of judges.

A student poses a question during a university baraza convened on Wednesday, July 18 at the auditorium. The baraza provided an opportunity for the Management Board to present and explain the recently-approved budget for the Financial Year due to start on Saturday, September 1, 2018. PHOTO:ANTONIO LONGANGI
Finalists during the Mr & Miss Life contest prepare to answer questions posed by the judges on Thursday, July 12, at the auditorium. PHOTO:ANTONIO LONGANGI

Sophomore Angela Mrambi (Psychology) and Bonface Muthoni (International Business Administration) are the new Mr. & Miss Life 2019. PHOTO:ANTONIO LONGANGI

Staff changes and hires announced

PROMOTED: **STEPHEN ARIIO**
LIBRARIAN

PROMOTED: **BEATRICE YEBEI**
LIBRARIAN

PROMOTED: **JANE NYAGA**
STUDENT AFFAIRS OFFICER
CLUB COORDINATOR

PROMOTED: **COLLINS KIBIWOTT**
ICT OFFICER (MULTIMEDIA)

NEW: **OLIVER KIPTOO**
LIFE GUARD

NEW: **SOPHIA RAPHAEL**
ICT ASSISTANT (MULTIMEDIA)

NEW: **CLINTON ISALAMBO**
ICT ASSISTANT (MULTIMEDIA)

NEW: **CHRISTABEL HAYA**
ICT ASSISTANT (HELPDESK)

NEW: **MARTHA OIGO**
PRINCIPAL PLACEMENT & CAREER SERVICES OFFICER

NEW: **HALIMA BAKARI**
STUDENT AFFAIRS OFFICER
SPORTS COORDINATOR

NEW: **DEBORAH NJUGUNA**
ICT ASSISTANT (HELP DESK)
HR launches new employee training series

By Ernest Anguru

The Department of Human Resources in collaboration with the School of Humanities and Social Sciences – Psychology Department, launched the Employee Training Series: Marriage & Family Therapy on Friday, June 22.

The four week long training led by Assistant Professor of Psychology Dr. Michelle Karume, aimed at helping employees navigate through marriage and family challenges, and how they intersect with the workplace and classroom.

The series is a pilot initiative to educate staff and faculty, on new academic programs, as well as aid in their self-development.

Dr. Karume guided employees through such emergent topics as; What is Marriage and Family Therapy; Dealing with Millennials in the Workplace; When family stress interferes with your work; and Cross Cultural Issues & Mental Health in the Work Place.

Following the overwhelming interest in the program, Human Resources is planning on expanding the series to become a regular training program for all University employees.

Researchers utilizing internal research grants in search for answers

By Dr. Lincoln Were

Researchers from the School of Pharmacy and Health Sciences Dr. Lincoln Were (Principal Investigator), Dr. Apollo Maima, Mr. Kevin Odhiambo, Mr. Josephat Mosweta and Mr. Dickens Ondigo are carrying out “Studies of phytochemicals gold nanoparticles ointments/creams for management of Sarcoptes scabiei and associated bacterial infections”.

The team traversed Baringo County on a recent field trip to collect samples of selected medicinal plants for lab analysis, to avail remedies for bacterial infection related to scabies. A second team comprising Dr. Edith Amuhaya (Principal Investigator), Dr. Naumih Noah, Dr. Betty Mbatia and Mr. Eugene Otoo are also working on “Development of Protoactive Materials for Water Decontamination”.

From left: Josephat Mosweta (Lab Technologist), Joseph Wendotti (Forest Path Guide), Lincoln Munyendo (Assistant Professor of Pharmacy), Dickens Ondigo (Lab Technologist), Lucy Wangui (Parataonomist) and Everlyne Chepsengin (Community Assistant) PHOTO: KEVIN ODHIAMBO
Students of Chinese were exposed to a Chinese Folk art classroom experience where they were directly immersed into the actual Chinese paper cutting (Jiǎnzhǐ 剪纸), Chinese calligraphy (Shūfǎ 书法) and Chinese opera face painting (Lìǎnpǔ 脸谱) - all activities that are paramount to learning to appreciate Chinese culture.

Chinese paper-cutting, or jianzhi (剪紙), is a folk art that originated in China around the sixth century AD. The art form is most strongly associated with China because paper was invented in the country – by Cai Lun in the Eastern Han Dynasty in China. As paper became more affordable, paper-cutting became one of the most important types of Chinese folk art. Later, this art form spread to other parts of the world, with different regions adopting their own cultural styles.

Paper cutting in China is mainly used to decorate doors and windows. Paper cuts were glued to the exterior of windows, so the light from the inside would shine through the negative space of the cutout. Usually, the artworks are made of red paper, as red is associated with festivities and happiness in Chinese culture, but other colors were also used. Paper cuts always symbolize luck and happiness.

Chinese Calligraphy or shūfǎ (书法) is widely practiced in China and is generally held in high esteem in the Chinese cultural sphere. Chinese opera face painting or lìǎnpǔ (脸谱) is China’s commonly known form of musical theater and drama. Chinese opera is a grand performance casted by several performers in vibrantly colored costumes moving along a swift and dramatic music. Most noticeably though, are performers wearing Chinese opera masks which are frequently changed throughout the entire performance. The colorful masks represent different emotions evoked by the character. For instance, a red mask represents intelligence & bravery, purple mask represents justice & sophistication, black mask indicates that the character is neutral, blue represents stubbornness & fierceness, green shows the character is violent & impulsive, yellow tells the audience that the character is cruel & evil, white indicates the character is hypocritical and Gold & Silver shows the audience that the character is mysterious.
A training workshop for the Performance Management System Champions was held on Friday, June 8 at the Chandaria School of Business. The champions were nominated by their respective divisions to assist in the adoption of a new performance management framework by supporting the implementation and entrenching of the process.

To enable the university achieve its goals and aspirations in a sector that is becoming increasingly dynamic, the department of Human Resources will be launching a new Performance Management System (PMS) for all University employees.

This is part of the implementation of USIU-Africa’s five year strategic plan which provides for a new performance management framework that promotes service excellence in all areas of operation and supports each employee in effective delivery of their respective role.

The University engaged the services of KPMG Advisory Services to undertake a comprehensive review of our current Performance Management System (PMS) including the design of the new framework’s operational manual.

Led by KPMG Manager (People & Change) Ms. Ruth Kyengo, the training workshop sought to assist participants understand the university’s internal business operations, continuous improvement, competition, and bottom line.

As champions of the change process, the training is necessary for them to support the organization’s optimal performance culture, high standards and expectations, accountability, diversity and equal opportunity, as well as the employee value proposition. This will ensure the entrenchment of an optimal performance culture.

One of the key features in the new system is linking an employee’s performance results and demonstration of desired behavioral competencies, to the employee’s performance score/rating. This will enable employees to directly connect corporate strategy to an individual’s objectives.

Employees will also be able to expect consistency in supervision and build coaching capability. On the other hand, line managers will gain the capability to view performance across the board and encourage on-going feedback.

The project, which is coordinated by Chief Manager – Human Resources Mr. Yusuf Saleh, is scheduled to commence operations from Saturday, September 1, 2018 – the beginning of the Financial Year 2018-19.
By Diana Meso

On Monday, June 18, Mr. Isaac Awuondo, Group Managing Director of Commercial Bank of Africa (CBA) was invited by Dr. Caren Ouma (Assistant Professor of Management), to speak to the Summer Semester MBA (Global Business Management) at the Library Bookshop, on strategies to be used by transformational leaders to handle ethical dilemmas in corporate business.

Mr. Awuondo began his discussion by explaining how ethics and leadership intertwine in the corporate world, describing how cost, conflicting values, limited opportunities and other factors contribute to ethical dilemmas in corporate business. Giving a case study of the Ford Pinto case in 1970’s; where in an effort to produce a stylish but affordable sub-compact Ford automobile with a low operating cost, consumer affordability and style took precedence over safety in the production of the gas tank, Mr. Awuondo explained why a transformative leader should think about the outcomes of their decisions, remain committed to those decisions and their values, as well as societal values.

He concluded by giving the participants a framework that they can use when faced with ethical dilemmas. Such a framework, he said, should enable a decision to provide a satisfactory outcome without sacrificing ethical values.
Students trained to use behavioral profiling to improve team performance

By Antonio Longangi

Ms. Susan Wamae, a trainer with Allied Resource Partners Limited, guides students working for the Incubation and Innovation Center through exercises to improve their team dynamics.

PHOTO: ANTONIO LONGANGI

Students working at the Incubation and Innovation Center joined the organizers of the Great Minds Challenge for a personality road map training on Monday, July 2 at the Freida Brown Student Center. The training aimed at introducing student innovators and entrepreneurs to a system of behavioral profiling that improves team dynamic and interpersonal interactions.

“We believe self-awareness can tremendously improve the quality of work done by individuals and groups here at the Incubation and Innovation Center” said Mr. Peter Kinyanjui (IBA Senior) and co-founder of the Great Minds Challenge.

Facilitated by affiliated trainers from Clarity 4D, an international personality profiling company, the exercise was centered on the personality classification based on a test that compiles a set of statements unique to an individual.

The personality classification, also known as the Clarity4D model, uses an ancient Greek idea of linking the natural elements - Earth, Water, Fire and Air - to individual personalities, using colors (green for earth, blue for water, red for fire and yellow for air).

Students and alumni involved in the exercise discovered, with net details, elements of their personality falling under the four classifications. “Green and blue are my dominant colors” said participant Esther Sangara (IST senior), “this means thinking, being detached, logical, and precise, then considerate, patient, relaxed and supportive are indicative of my personality traits, and I think this is accurate.”

The red type are more focused, action-oriented, straight-talking and assertive, while the yellow types are involved, fun-loving, enthusiastic and talkative. “One can manifest traits from all the colors, but in different percentages” said Facilitator Mr. Andrew Byama, “You can have yellow at 97%, red at 40%, green at 80% and blue at 12%.”
Media mentions
Compiled by Diana Meso

July 20: USIU-Africa was mentioned by Panapress in an article titled “Kenya to host maiden Africa monitoring, evaluation conference.”

July 20: YouthVillage mentioned USIU-Africa in an article titled “10 Kenyan Celebs’ sons who are eligible bachelors.”

July 20: USIU-Africa was mentioned by Citizen Digital titled “Warriors out to reinvent winning formula.”

July 19: USIU-Africa in an article by ILRI in an article titled “Welcome to Judy Kimani, new PIL comms specialist.”

July 19: USIU-Africa was mentioned by Wasike The Journalist blog in an article titled “Anto Neosoul takes up a new job that we never saw coming.”

July 18: Citizen Digital mentioned USIU-Africa in an article titled “Top Fry oozes confidence ahead of Prinsloo Sevens in Nakuru.”

July 17: USIU-Africa was mentioned by Dialogues in an article titled “Njeri Wamas, noted Professor of Parasitology, wins the second 2018 Mandela Award.”

July 16: USIU-Africa was mentioned by Capital FM in an article titled “Hosts Nakuru pooled with KCB for Prinsloo 7s.”

July 16: Mediamax mentioned USIU-Africa in an article titled “Dear Obama; they named a ‘university mwitu’ after you!”

July 14: USIU-Africa was mentioned by Dialogues in an article titled “Ali Mazrui Award for Scholarship and Research Excellence: Professor Yemi Akinwumi.”

July 13: Citizen Digital mentioned USIU-Africa in an article titled “Varsity sides in Egerton for KUSA homestretch.”

July 13: USIU-Africa was mentioned in an article titled “Nameless: 12 Kenyan celebrities who pursued tough courses in University (Photos).”

Upcoming Events

USIU-Africa Annual Career Fair
July 24-27
Graduation Yard

Fall 2018 Undergraduate Internship Pre-orientation
July 24-26
TV Room I, Freida Brown Student Center

Evidence to Action Conference
July 24-27