The institute of Higher Education, Research and Leadership Development (IHERLD) will be launched on Wednesday, 30 January, 2019 and will be presided over by the Permanent Secretary, Higher Education, Ministry of Education Professor Collette Suda. The institute was created in 2018 with the aim to institutionalize and undertake development of leadership and research in African Higher Education institutions. The launch and establishment of the institute is a culmination of an intensive needs analysis that USIU-Africa has undertaken on the critical success factors for sustainable institutions in the Higher Education space in Africa. As such, it presents an exciting opportunity to make a difference in African Higher Education institutions through research, governance, leadership development, and teacher development. The institute will develop a governance program for senior leadership organs of Higher Education institutes, develop functional programs for middle level managers, develop programs for building capacity of policy makers and teachers involved in developing and implementing
competency based curriculum, hold policy dialogues on Higher Education, develop a research center dedicated to research on Higher Education.

Challenges in Higher Education have been on the rise in the last couple of years, both locally and globally. Funding for higher education continues to be a great impediment to higher education worldwide and governments across the globe have reduced their funding to universities over the years. Most institutions are faced with the issue of dwindling enrollment numbers, high student-faculty ratios and quality of education offered at institutions of higher learning. African higher education institutions are ill equipped to handle these challenges as evidenced by low rankings in innovations, research output and quality of graduates. In addition, many African countries are struggling to put in place robust policies for development and implementation of competency based learning, thus presence of a local knowledge hub on competency based education is required. The institute seeks to create economic and social impact directly on the more than 1,600 universities in Africa and the 55 countries in Africa that need to shape up and institutionalize policy in Higher Education. Indirectly, the institute will impact on student growth and retention.

The institute will be implemented as a program area within the School of Graduate Studies, Research and Extension at USIU-Africa, which falls within the Academic and Student Affairs Division of the University. The institute will be headed by a director who will report to the Dean of the school.

The overall direction and oversight of the institute will be executed by an advisory board composed of individuals with great prowess on matters higher education. The profiles of experts in higher education who have been approached to provide strategic leadership for the institute will include Prof. Paul Zeleza, Dr. Kevit Desai, Prof. Rajani Naidoo, Judith Block McLaughlin, Prof. Jane Knight, and Professor Michieka Ratemo Waya.

As USIU-Africa celebrates 50 years of academic excellence, the staff, students, faculty are invited to attend this game-changing event.

University clinic commissions new ambulance

By Ernest Mwanzi

On Tuesday, January 22, 2019 the University through the Health Centre launched a state of art ambulance, which will aid in rapid response of emergency cases within the university and its environs. This will be a big boost to the Health Center which is a Level 3 medical facility and their mission of taking care of the USIU-Africa community with a focus on providing timely diagnostic, curative and preventive medical services to both the students and staff community.

Speaking at the launch, the Principal Medical Officer Dr. Tasneem Yamani said the ambulance will help to handle all medical situations including advanced care for any cardiac issues.

The ambulance is fitted with on board oxygen supply, storage for an assortment of lifting/carrying devices, a wheeled stretcher, external cardiac defibrillator, medical suction, first aid and trauma supplies and medical communications equipment.

The Ambulance will play a vital role for the University as it aims to strengthen sense of community, inclusion, and responsibility by continuously improving the health services provided.
We take this opportunity to welcome you all back to campus for the 2019 Spring semester. Our office is available to partner with you as a student, undergraduate or graduate, and alumni to offer advice for choosing your major, exploring career options, connecting students with inspiring career related experiences. Our advisors are on hand to assist you whether you are just beginning to discover your skills, interests and values or if you are transitioning into your first job or developing your career.

As we start the year, we would like to encourage you to develop goals that will set you on track for your career. In order to achieve a successful and fulfilling career, defining your goals and developing a strategy to realize them is important. With this, you are able to plan out what club to join, what activities to volunteer in, what departments to assist in within the school that can get you closer to achievement of your goals in the short term or long term.

**Tips on career goal setting**

- Define what success means to you as you create specific goals that you want to achieve in the short or long term.

- Let your goals be measurable and specify how you will know that you are heading to the right or wrong direction.

- Ensure that the goals are achievable within the time that you have set them.

- Be realistic with your goals to avoid setting yourself up for failure, discouragement and giving up along the way.

- Be flexible in what you involve yourself in. There may be different experiences and skills you may amass on the journey to achieving your goals that may not have been in your initial plans but can bolster your efforts.

- For each of the goals develop an action plan that will support the attainment of goals (https://www.thebalancecareers.com). For instance;

- Plan to develop or update your CV with real time information, activities, roles and organizations that you have worked.

- Request for recommendation letters from key people supporting your search or development efforts.

- Monitor job advertisements through Careerlink, Career office emails, LinkedIn etc., and apply to those that match your skills and experiences. Take note of deadlines for application job applications.

- Attend any events, activities or get additional training in your career interest areas that will give you an edge in terms of your knowledge and skills.

- If you are contacted for an interview, schedule ahead with the Career Office for a mock interview that will allow you to practise and get guidance, feedback or an insight into what you may be faced with at the actual interview.

The Career Services Office is easy to locate – four doors down the Registrar’s wing on 1st Floor of the Freida Brown Student Centre – and available to you from Monday through Friday from 9 a.m. – 5 p.m., with extended drop in hours on Mondays and Thursday until 6.50 p.m.

Make a face to face, email (careeroffice@usi.ac.ke) or telephone (073111 778/779/791) appointment with us today!
USIU–Africa rolls out new Human Resources Management Information System

By Ernest Mwanzi

The much awaited Human Resources Management Information System (HRMIS), which comes with a new performance management system was launched by the Human Resources department on Monday, January 21, 2019. With this system, 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 is now a reality.

The new HRMIS will ensure consistency in supervision and build coaching capability among employees. On the other hand, line managers will gain the capability to view performance across the board and encourage on-going feedback.

The system is designed to offer real time excellent and efficient data management, employee appointment details, tracking of employee performance, standardized procedures and improved workflow processes, thereby enhancing engagement between employees and their supervisors. Some of the salient features that comes with new system is access to monthly pay related records like pay slips and KRA Income Tax reports by a click of a button. This HRMIS is expected to offer a one stop shop for access of data and general information that supervisors and management would require for making future plans and other holistic business decisions.

A team of about 40 performance management champions have been fully trained to assist in the adoption of the new performance management framework for all employees by supporting the implementation and entrenching of the process.

All employees can access the system same way as the old system and login in with the normal USIU–Africa login credentials.

Employees are encouraged to report any system hitches to the ICT department through extensions 191 /333 alternatively the HR Department on 257/260/406/597.

New swimming complex unveiled

By Taigu Muchiri

The new swimming complex was unveiled on Thursday, 24 January 2019 by the Deputy Vice Chancellor, Academic and Student Affairs, Amb. Prof. Ruthie Rono. The contractor handed over the complex in a well-attended event by staff, faculty and students. The swimming team, famously christened as Dolphins welcomed this much awaited unveiling. The USIU–Africa Dolphins have enjoyed a winning streak in 2018 and participated in several competitions. They participated in the recently concluded East Africa University Games held on December 17- 21, 2018 in Dodoma, Tanzania and
emerged the best team by scooping six medals- three silver and three bronze.

The swimming pool is 25 M length x 17M Wide, eight lane deck type Swimming pool. The plant room fitted with circulation pumps, eco salt chlorinators, balancing tank and sand filters, 15 Sunbeds, one life savers chair, eight No lifesaving rings, emergency telephone and first aid kit, two stainless steel for the 2M deep end and 1 M shallow end, ladies and gents changing rooms complete with three showers, four toilets, paraplegic facility and janitors room.

Deputy Vice Chancellor, Academic and Student Affairs, Amb. Prof. Ruthie Rono and the contractor officially open the swimming complex.

The Ladies and Gents changing rooms

A swimmer from the Dolphins team tries out the pool for the first time.

The 25 M x 17M swimming pool

The changing rooms fitted with lockers
MEDIA MENTIONS
By Taigu Muchiri

January 22: USIU-Africa was mentioned by The Standard in an article titled “USIU-Africa wins Best Student Short Film Award.”

January 23: The Star mentioned USIU-Africa in an article titled “Eldoret’s Trojans pull major upset against USIU’s Martials.”

UPCOMING EVENTS

Launch of the Institute of Higher Learning, Research and Leadership Development – January 30, 2019

Black history month – February 4, 2019

PICTORIAL:

Media mogul Samuel Kamau Macharia visits USIU-Africa

Photos: Ernest Mwanzi

The Chair, Department of Cinematics, Assistant Professor, Film and Animation, School of Communication, Cinematic and Creative Arts Dr. Rachel Dianga, Vice Chancellor, Prof. Paul Zeleza, Managing Director of Viusasa Mr. George Waititu, Founder and Chairman of Royal Media Services Mr. Samuel Kamau Macharia, Deputy Vice Chancellor, Academic and Student Affairs, Amb. Prof. Ruthie Rono, Fundraising Principal Officer, Mr. Eannes Ongus and a volunteer take a photo outside Freida Brown Centre.

Founder and Chairman of Royal Media Services Mr. Samuel Kamau Macharia interacts with students during an editing class at the School of Communication, Cinematic and Creative Arts

Deputy Vice Chancellor, Academic and Student Affairs, Amb. Prof. Ruthie Rono and the Founder and Chairman of Royal Media Services Mr. Samuel Kamau Macharia on campus tour