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**COLLEGE OF HUMANITIES  
(GRADUATE PROGRAMME)  
PROCEEDINGS OF CONGREGATION  
NOVEMBER 18-19, 2016**

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## **ORDER OF PROCEEDINGS**

**Friday, November 18, 2016, 9.00 a.m.**

### **Procession**

The Congregation is asked to stand

National Anthem

### **Welcome/Declaration of Purpose:**

Mr. John Klinogo, Member, University Council (Representing Chairman, University of Ghana)

**Vice-Chancellor's Address:** Prof. S. K. Offei, Pro -Vice-Chancellor, Academic and Student Affairs (Representing Vice-Chancellor)

**Guest Speaker:** Ms. Odile Tevie

Conferment of Degrees: Presentation of graduands

- Doctor of Philosophy(PhD)
- Master of Philosophy(MPhil)
- Master of Science(MSc)
- Master of Arts(MA)

**Valedictory Address:** Ms. Henrieta Tagoe Dzotsi

Chairman of Council dissolves Congregation

University Anthem

The Congregation is asked to remain seated until all officials and graduands have left the Hall.

## **ORDER OF PROCEEDINGS**

**Saturday, November 19, 2016, 9.00 a.m.**

### **Procession**

The Congregation is asked to stand

National Anthem

### **Welcome/Declaration of Purpose:**

Mr. John Klinogo, Member of University Council (Representing Chairman, University of Ghana)

**Vice-Chancellor's Address:** Prof. S. K. Offei, Pro-Vice-Chancellor, Academic and Student Affairs (Representing Vice-Chancellor)

**Guest Speaker:** Mr. George Osei-Bimpeh

Conferment of Degrees: Presentation of graduands

- Executive Master of Business Administration
- Master of Laws(LLM) in Oil and Gas
- Master of Arts in Alternative Dispute Resolution
- Master of Business Administration
- Master of Arts in Human Rights and Administration

**Valedictory Address:** Ms. Selasie Mallet

Chairman of Council dissolves Congregation

University Anthem

The Congregation is asked to remain seated until all officials and graduands have left the Hall.

**OPENING ADDRESS BY CHAIRMAN OF COUNCIL  
(REPRESENTED BY MR. JOHN KLINOGO,  
MEMBER OF COUNCIL)**

Members of the University Council,  
Vice-Chancellor,  
Guest Speaker,  
Members of the Advisory Board of the College of Humanities,  
Members of Convocation,  
Staff and Students,  
Alumni,  
Graduands,  
Invited Guests,  
Distinguished Ladies and Gentlemen

On behalf of His Excellency Mr. Kofi Annan, Chancellor of the University, I welcome you all warmly to this morning's ceremony. I also extend Mr. Annan's greetings and best wishes to all of you gathered here on this important occasion.

The Congregation ceremonies that have been planned for this weekend are significant in two weeks. These will be the second set of congregation ceremonies for the 2015-16 cohort of student. The first set of graduating student were held in July 2016. As you may know the University of Ghana adopted the collegiate system of governance in 2014, since that time congregation ceremonies have been organised on college basis.

I take the opportunity to wish the graduands, who are being presented today, the very best on this very important occasion. We share in your joy on the successful completion of your programmes of study and we are very proud of you.

Distinguished guests, ladies and gentlemen, I am delighted to declare this morning's assembly, duly constituted for the award of degrees and diplomas of the University of Ghana to successful graduands.

It is customary for the Vice-Chancellor to give a report, at Congregation, on developments in the University over the last academic year. I invite the Vice-Chancellor, Professor Ebenezer Oduro Owusu to present his report to congregation.

Thank you.

**VICE-CHANCELLOR'S ADDRESS ( REPRESENTED BY  
PROF. S. K. OFFEI, PRO. VICE-CHANCELLOR, ACADEMIC AND  
STUDENT AFFAIRS)**

Chairman of the University Council  
Members of the University Council  
Pro-Vice Chancellors  
Registrar  
Officials of sister universities  
Your Excellencies – Members of the Diplomatic Corps  
Niime, Naamei, Nananom  
Members of Convocation  
Graduating Students  
Parents and Guardians  
Distinguished Ladies and Gentlemen

**Introduction**

It is my privilege and honour to welcome you all to today's Congregation Ceremony one of the sessions in my first series of congregation ceremonies since I assumed office as the Vice Chancellor of this great University.

Congregation is a very important occasion in the life of a University. It is a time to recognise the academic progress of the graduands and to publicly acknowledge their achievements. It is also an occasion to review the work of the University during the last academic year in line with its stated vision and to inform stakeholders about the true state of the University and the way forward. Today's ceremony focuses on the second batch of students who completed their programmes of study in the 2015/2016 academic year; the first batch having graduated in July 2016. It is my fervent hope that all of us here present will help in making the ceremony a memorable one.

**Acknowledgement**

I assumed office as the 12<sup>th</sup> Vice Chancellor of the University of Ghana on 1<sup>st</sup> August 2016 to provide leadership and an enabling environment for the realization of the University's vision of “becoming a world class research intensive 'go to’ university over the next decade”.

I would therefore like to acknowledge the immense contribution of all my

predecessors and hardworking employees of the university (past and present) for the visibility and respect the University of Ghana currently enjoys on both the local and international scene. By dint of their collective vision and foresight over the past 68 years, our university is today ranked as one of the best Universities in Africa. Consequently, Mr Chairman, I am glad to inform you that, The University of Ghana has been chosen to host the next (16<sup>th</sup>) conference of the International Association of Universities, together with the Association of African Universities.

### **Vision**

At my induction, I outlined my vision for making the University of Ghana a first choice establishment in the circle of academic institutions in Africa and beyond.

I spoke among other things about my commitment to position the University of Ghana as a world class “Go to University”; I identified key actions that I intend to roll out during my tenure to make this vision a reality. These include: my passion to tailor the teaching and research in the University to the needs of our stakeholders; review the curricula to ensure that students educated at this institution are equipped with the skill-set needed to adapt quickly to the demands of the job market; promote learning, research and scholarship by providing the needed enabling environment to maximize achievement and excellence.

The others are to make our surroundings and environment green; improve upon our global and Africa-wide rankings by aligning budgets to support effective implementation of actions that would promote the core business of the university; promote positive attitudinal change and character-moulding as the underlying theme of all our engagements; and to subject our institution to external review.

Chairman of Council, ladies and gentlemen, Currently, management is trying to redouble efforts to diversify funding sources, manage our financial resources judiciously and have a prudent debt utilisation and management system aimed at making the University financially viable over the next five years through engagements with government, the private sector, industry leaders, and donor partners.

I am happy to report that the vision to position the University of Ghana as a "Go to University" has started in earnest. Management has set up Strategic Teams with the responsibility to come up with strategies that would advance this vision. The teams which were inaugurated on 3<sup>rd</sup> November, 2016 are;

- a. Institutional Advancement Team
- b. Agriculture Centres Commercialisation Committee
- c. University of Ghana Rebranding and Marketing Team
- d. Medical and Dental School Expansion Team
- e. University of Ghana Regional / World Ranking Team
- f. Vice-Chancellor's Green Team
- g. Independent Power Supply Team
- h. Laboratory Modernization Team

The teams are made up of highly qualified members and I am confident that they will come up with the roadmap for the realization of our “Go to University” vision. It is our expectation that all members of Convocation, staff, students and other key stakeholders will give the teams all the necessary support to make their work fruitful.

### **New Appointments**

The tenure of the University Council, under the able chairmanship of Professor Justice Samuel Date-Bah, came to an end on 31<sup>st</sup> July, 2016. I would like on behalf of management, staff and students to extend my sincere gratitude to members of the former Council for their sacrifice and tireless contributions to the development of the University. I would also wish to welcome the new Council under the Chairmanship of Professor Kwamena Ahwoi. I take this opportunity to assure the new Council of our unflinching support in defining and steering the strategic direction of this University.

Some senior administrative appointments also took effect from 1<sup>st</sup> August 2016. New Provosts, Deans, Directors and Heads of Departments, have been appointed to provide academic and administrative leadership in the various units of this university. I would like to extend my sincerest gratitude and thanks to all Heads, Deans and Directors whose tenure came to an end in July 2016. Your services to this university are well noted and I hope we can fall on you to take up other assignments in the future. I would also like to thank the new Provosts, Deans, Directors and Heads for their willingness to serve. I trust you will share in the University's new transformational agenda built on the pillars of the 2Rs i.e., Respect and “RINER” which stands for Relevance, Innovation, Excellence and Resource Mobilisation.

It is my fervent hope that all the new appointees will bring their varied experiences

and skills acquired in University administration over the years to advance the vision of this great university.

### **Admissions**

For the sixth year running, the University created the platform for Ghanaian and other applicants in the West African sub-region who completed their WASSCE in May to enter the University in the same year. I salute the teams who worked hard to make this a reality.

At the beginning of the 2016/2017 academic year, for the main campus, Accra City campus Korle-Bu campus and Distance Education programmes, the University offered admission to a total of 24,312 applicants made up of 20,621 undergraduate students and 3,691 graduate students. At the undergraduate level 3,841 or 50.47% of the registered students are male while 3,770 or 49.53% are females. At the graduate level, 1,702 or 57.89% of the registered students were males while 1,238 or 42.11% were females. The figure shows that the University has made significant progress in reducing the gap in access to higher education between the genders. We are therefore close to achieving the national objective of 50:50 male - female ratio in tertiary admissions. Further admissions will be made during the course of the year for Special programmes and Sandwich programmes.

The University continues to increase access through its policy of offering the opportunity of university education to applicants from Less Endowed Schools and applicants with disability. The admission of sports men and sports women through the UG Policy for the Admission of Athlete Students (PAAS) policy is also in its third year and already bearing fruit.

In June-July 2016, Team UG participated and performed excellently at the Federation of African Universities Sports (FASU) Games in South Africa. The team competed in five out of the nine disciplines and won 4 Gold medals, 7 Silver medals and 5 bronze medals to place 7<sup>th</sup> out of 35 universities. We are extremely proud of Desmond Aryee, who was ranked the 4<sup>th</sup> best performer in athletics by the competition organizers, after running an impressive personal best 10.40 seconds to take the men's 100m final in the track and field championships. It has been reported that more than half of the medals were won by athletes we admitted through the UG-PAAS. There is therefore no doubt that our strategy to use this means to enhance our performance at various national and international events is working and we need to continue firming up these achievements by investing in our sporting infrastructure.

At Legon, we place high premium on the cross-cultural experience that is made possible by the presence of international students on our campuses. We are happy to report that for this academic year, 761 undergraduate and 229 graduate international students of various nationalities were admitted into our programmes.

### **Undergraduate Studies**

Mr. Chairman, in the 2010/2011 academic year, a new four-year degree programme was implemented with the introduction of new courses and programmes and revision of existing ones. The grading system was also overhauled and the thresholds raised with the aim of improving the quality of graduates from the University of Ghana.

We are in the seventh academic year since the implementation of this restructured degree programme and today's graduating undergraduate class is part of the fourth cohort of students under the revised programme. The University will review the programme and provide recommendations to make our graduates and programmes more relevant to national development.

This academic year also saw the offer of new programmes. It includes the re-introduction of the Bachelor of Arts in Administration programme in the College of Humanities to offer students the opportunity to combine business related subjects with other subjects in the Humanities.

The College of Education has also rolled out new programmes. These are the Bachelor of Arts in Education and Bachelor of Science in Education to offer more choices to our undergraduate students.

### **Graduate Studies**

Mr. Chairman the new four (4) year Ph.D. programmes which commenced in the 2012/13 academic year are also on course. The adoption of the 4-year research programme is in line with the University's vision of becoming a world class research-intensive institution. Most departments have revised their doctoral programmes and are also developing new ones to meet the exigencies of the times. We look forward to graduating the first cohort in 2017.

The University has also developed the following new Masters programmes which have received accreditation from the National Accreditation Board:

- MA in Educational Leadership and Management
- MSc. in Geo-Information Science

### **Students' Financial Aid and Scholarship**

Mr. Chairman, I am happy to announce that the Students Financial Aid office which was established in 2005 has contributed immensely to providing access to university education to many bright but needy students. An average of 120 students are sponsored each year through the benevolence of some corporate bodies, churches, NGOs, individuals and alumni. To date 2,596 students have benefited from the fund. On behalf of the management of the University I wish to thank all our benefactors for their kind gestures and their services to humanity. I would like to encourage all who wish to support these students to come forward, to help us to put a smile on the face of a student in need, bring hope to a family and support capacity building for our nation's development.

Let me make special mention of the aid initiated by the students themselves. This is Yibiboa under which a percentage of SRC dues paid by all students is assigned to support the Students Financial Aid initiative.

### **Careers and Counselling Services**

Your Excellencies, Ladies and Gentlemen, enhancing the educational experience of our students outside the formal setting is one of our cardinal outputs. Our Counselling and Placement Centre, which has been renamed Careers and Counselling Centre, offers us the opportunity to achieve this objective. The name change is to reflect how the services of the Centre have significantly evolved to embrace new requirements in the world of work.

The Centre's strategic goals which are in tandem with the University's strategic priorities, includes working with recruitment experts to identify students with leadership potential. It also provides opportunities for experiential learning for our students and makes counselling support easily accessible for employees and students. We believe the centre is well placed to achieve its set objectives.

### **Research and Staff Development**

Mr. Chairman, ladies and gentlemen, the University recognises its human capital as its primary asset. It therefore continues to develop strategies to enhance its capabilities. The University continues to experience growth in its research portfolio with funding from both internal and external sources and a general push to enhance

research governance and management structures, to facilitate cutting-edge research and dissemination.

The University is keen to support its faculty members by raising the profile of research and thus has increased the amount of funding available to faculty members for research. Since 2008, the university has through its own internally generated funds (IGF), provided about 5 Million Cedis to 182 faculty members to undertake various research projects. Some of these projects have also leveraged additional external support for bigger projects. In the year under review an amount of GH¢ 901,526 was awarded as research grants to faculty members. Again through IGF, an amount of USD 123,582 was provided as conference support to faculty members in the year under review. As you may be aware the University, in 2008, set its self the target to support faculty development to ensure that all teaching faculty acquire PhDs or terminal degrees by 2018. Each year the university provides some funding support to faculty members enrolled on PhD programmes as part of this scheme. To date, 93 faculty members have benefited from the scheme which has helped to chalk a 98% success rate before the end date.

The University will now focus on post-doctoral fellowships to provide the necessary capabilities to its faculty. The Colleges are also developing continuous development programmes for staff.

Based on the success of these initiatives, Legon has received tremendous support from its donor partners, notably the Carnegie Corporation of New York which in October this year, provided its third grant to the university since 2010 to implement the Building a New Generation of Academics in Africa (BANGA-Africa) Project. The project is a follow-up to the UG Next Generation of Academics in Africa (UG-NGAA) Project aimed at helping to build a critical mass of a new generation of academics in UG. All these initiatives are to enable Legon develop a critical mass of faculty to achieve its research-intensive academic outlook.

We have also won a grant for the Building Stronger Universities (BSU II) project, which is funded by DANIDA. The overall objective of the project is to enhance the capacity of the University of Ghana to achieve its objective of transformation into a first-class research University. To achieve this laudable objective the university will, through the project, strengthen its capability to deliver high quality research PhD education and training; strengthen newly established Centres of

Research Excellence and improve research administration processes, support and training.

All these initiatives continue to contribute to the University of Ghana's effort to reach a threshold where a critical mass to faculty are well equipped to help the university achieve its research-intensive outlook and also raise its research profile.

### **Infrastructural Developments**

Mr Chairman, ladies and gentlemen, as you drive through the Okponglo entrance to our beautiful campus, you will notice that the road has been named "Academic Freedom" road; very soon, the arch which is under construction will be completed to create the - "Academic Freedom Arch". Let me emphasize that the arch is to serve purely as a security post and not as a toll booth!

Our physically enabling environment is being developed block by block to ensure that our students and employees live in a decent and sanitized environment. To this end, Mr. Chairman, I am happy to inform you that the Green project which is expected to turn campus green and ensure efficient waste management system, has begun in earnest.

Work on physical infrastructural projects started by the previous Vice-Chancellor are on-going and have reached various stages of the construction process.

We recently cut the sod for a construction of the West African Centre for Cell Biology of Infectious Pathogens (WACCBIP) at the Department of Biochemistry, Cell and Molecular Biology (BCMB), College of Basic and Applied Sciences, (CBAS). All these facilities when completed will add to our stock of physical infrastructure to enhance the delivery of our academic programmes.

### **Global Trends in Education and World Rankings**

Globalisation is here to stay and education can and should play a role in changing the behaviours, attitudes and expectations that make a difference. Education as a powerful tool for reducing inequity and its role of providing skills and competencies needed to operate in this new world cannot be over emphasized. The new Global Education Monitoring Report by UNESCO shows the potential for education to propel progress towards all global imperatives outlined in the new 2030 Agenda for Sustainable Development Goals (SDGs). It has also been reported that education needs a major transformation in order to fulfil that potential and meet the current challenges facing humanity and the planet. We are

very much aware that some major transformations should take place in order for us to achieve this potential and meet the current challenges. Our University is therefore working hard to place its self at the forefront of this role expected to be played by the education sector.

World university rankings are very important to our work at the University of Ghana's. As has been reported, it is from these rankings that the viability of our working processes get interrogated, potential donors secured, best crop of students won over and collaborations for major research work forged.

The 2016 Times Higher Education (THE) World Rankings once again placed the University of Ghana ahead of its peers in Ghana and West Africa. It is my pleasure to inform you, Mr. Chairman that the University of Ghana was ranked in the 5<sup>th</sup> decile of this year's ranking; and our strongest pillar this year was research. This is definitely a great achievement, given that we were ranked in the 4<sup>th</sup> decile in 2015, with our strongest pillar that year being international outlook with a rank in the 5<sup>th</sup> decile. It is worthy of note that our efforts at becoming a world class research intensive University is well on its way.

We are currently the highest ranked University in West Africa and the 7<sup>th</sup> in Africa. This enviable feat could not have been achieved without the concerted effort of all colleagues, students and stakeholders of the University. I am most grateful and confident that with the establishment of our Strategic Teams and continued support of all of us, our rankings will soar higher at both the continental and the international level.

### **Security**

Your Excellencies, Ladies and Gentlemen, I can report that security on campus has witnessed tremendous improvement. The University has also recently put together a strategic document to combat security challenges on our campus. A major constraint however has been the fact that the security office is greatly understaffed. Management of the University is however working assiduously to find avenues to improve the current staffing situation. We have also organized face-to-face discussions to educate students on the need to be security conscious. The goal is to create individual and ultimately a holistic awareness of the necessity to be security conscious on campus. Let me take this opportunity to thank the Regional and District police command as well as national security for beefing up our security efforts, volunteering security briefs, and helping maintain law and order on campus.

## **Graduands**

Mr. Chairman, this address will not be complete without acknowledging parents and guardians, some of whom are here today to witness this milestone achievement in the lives of our graduands. It is your love, sacrifice and dedication which has brought these graduands thus far and I salute you. I also entreat you to continue to nurture them in the next phase of their life's journey. It is my fervent prayer that you will enjoy the fruits of your labour in the coming years.

Now, graduands, today marks the beginning of another major milestone in your life's journey. Today, most of you are taking your first step into the career world and the knowledge you have acquired in this University will hopefully guide you to make the right choices.

The recent World Economic Forum held in June 2016 identified ten most critical skills needed for the job market in 2020. These are complex problem solving, critical thinking, creativity, people management and co-ordinating with others. The rest are emotional intelligence, judgement and decision making, service orientation, negotiation and cognitive flexibility. I believe you have developed some of these skills through the academic programme and the University of Ghana Required Courses (UGRCs) offered. You should also understand that education is expected to continue beyond the walls of the lecture hall into the community and the work place and into adulthood.

As you enter the job market, I urge you to continue to improve upon these critical skills. Remember that it is a competitive world and to be in the lead, you need to always strive to make a difference; just a one degree shift from the norm and you will be in the lead.

As our fresh alumni let me encourage you to contribute to your alma mater. The University of Ghana will be 70 years in August 2018 and we believe we can count on your support to make Legon proud. To commemorate the 50<sup>th</sup> Anniversary, Jubilee Hall was constructed as a birthday present from the Alumni to the University. To make this happen the alumni contributed 1% of their salary for three years towards the project. We are anxiously waiting for the 2018 birthday present for which your contribution will be most appreciated.

Once again, we congratulate you on your achievements, and I thank you for your attention.

## **GUEST SPEAKER'S ADDRESS BY MS. ODILE TEVIE**

Chairman of Council representative  
Members of the University Council,  
Vice-Chancellor,  
Members of the Advisory Board of the College of Humanities  
Members of Convocation,  
Staff and Students,  
Alumni,  
Graduands,  
Invited guests,  
Distinguished ladies and gentlemen

It is indeed with utmost humility that I accept the honour to speak today at today's congregation of the University of Ghana with the graduating classes from the College of Humanities.

To the graduands, your families, and friends- my warm congratulations go to you. How excited you must be that your hard work has paid off. Well done.

For the past 8 months or so I have been working on the Advisory Board of the College of Humanities. I have witnessed the genuine desire by the University of Ghana council, the Advisory Board, the Faculty, teaching and non-teaching staff to reclaim the position of university of Ghana as a first-class institution-training competent, confident, energetic students who would spearhead the development of our country, Ghana.

The change process that has began with the Collegiate System is a behemoth task and I am proud to be able to contribute to its success however small.

My dear graduands, the University of Ghana is like a microcosm of Ghana, we are so admired by the world out there but we act like the shy bride, waiting to be courted or a well brought up Ghanaian child - only speaking when we are spoken to. There is a world out there waiting to be conquered. Since 2000, 30 or so new universities have

been admitting students, offering a variety of courses. The products of these schools are your competition. There is something to be learnt from their bolshy attitudes and stance as they are staking their claim and place in the world.

Being a graduate today means you must drive the force of change in Ghana. Though many have traversed this path before you, there is a unique path that must be set by you. For those who have found employment already, you may be proudly congratulating yourselves. However the graduands in this room should be the ones creating jobs. According to statistics there are a staggering 6000 people waiting for job opportunities created by those of you in this room.

Permit me to share my observations about changes in our world. The changing pace of technology and the increased rate of annual population growth worldwide, puts us in a daunting yet exciting time! Our world today is one where information technology (IT) has become the catalyst of innovation, increased efficiency and reduction in production costs. It has transformed the social interactions within society and in some societies created an almost level playing field.

It is also changing the face of traditional businesses- banks facilitating everyday transactions like, money transfers, buying phone credit, paying utility bills, airline tickets etc. Mobile phone companies are also encroaching into the banking sphere- offering money transfer, interest on mobile balances etc. Equally, robotic technology is catching up.

The stark reality is this, if the job you are doing today does not involve intuition, decisions based on emotion and creativity then there is a high likelihood that you could be replaced by some intelligent automation system.

The big employers like banks, insurance companies, beverage companies and those in news, agriculture and laboratory services are seriously watching the trends closely. Manual tasks have given way and robots, driverless cars, farm tractors are here to stay and so are intelligent farm hands. It is alarming to hear that there is a 98% chance that the job of financial accounts manager is likely to be replaced by

automation in the next 20 years. In some countries today news items are already being written by robots.

Whilst some of you may be thinking that this may never happen in Ghana in your time, beware that change could happen to you and the decision about this will most likely be taken in a boardroom far away. Think about your job and how it may be endangered by information technology. I am happy to hear Prof. Ofei mention that after complex problem solving and critical thinking the next most important skill needed in 2020 is creativity.

Ghana has become a place where creativity is stifled with children not being given the opportunity to participate in artistic programmes till their early teens. It is known fact that companies are increasingly employing artists, dramatists and other creative people to help them find solutions to their business challenges and to find interesting ways to reach their customers. The medical profession is using the Arts extensively to advance treatment for patients.

One of the first exhibitions held by Nubuke Foundation, in 2009 in East Legon, was entitled 'Out of your Mind'. It was a collaboration between Prof. Ama de-Graft Aikins, Bernard Akoi- Jackson, Ursula Read and 6 other Ghanaian artists to promote a conversation about alternate solutions in the delivery of mental health in Ghana. Patients at Pantang hospital had been engaged in art therapy sessions as part of their treatment programme. The exhibition showed works- paintings, clay objects, texts, poetry produced by the patients. For the medical team and carers, these productions offered insight into the identities and voices of the patients, all valuable information to aid diagnoses. Even so when this was ongoing, there were concerns raised about whether time spent in these therapy sessions may be time wasted? Other viewpoints wondered whether the patients would not be 'better' off learning a trade. i.e carpentry, sewing, baking etc.

Dear graduands, much as we may extrapolate our career path today, imagining ourselves with the stars, many of us will end up in positions or circumstances which are far from what we plan.



**Mr. John Klinogo, Member, University Council (Representing Chairman of Council, University of Ghana) delivering the Welcome Address**



**Prof. S. K. Offei, Pro. Vice-Chancellor, Academic and Student Affairs (Representing Vice-Chancellor) addressing the gathering (November 18, 2016)**



**Prof. Cephas Narh Omenyo, Acting, Pro Vice-Chancellor, Office Of Research, Innovation And Development (ORID) (Representing Vice-Chancellor) addressing the gathering (November 19, 2016)**



**Mrs. Mercy Haziel-Ashia, Registrar, Delivering Opening Remarks at the ceremony**

**Prof. Samuel Agyei-Mensah Provost, College of Humanities, acknowledging International Students of the College**



**Members of Convocation, Officials and Guest Speakers in a group photograph  
(November 18, 2016)**



**Members of Convocation, Officials and Guest Speakers in a group photograph  
(November 19, 2016)**



**Ms. Odile Tevie delivering the Guest Speaker's Address  
(November 18, 2016)**



**Mr. George Osei-Bimpeh delivering the Guest Speaker's Address  
(November 19, 2016)**



**Ms. Henrieta Tagoe Dzotsi delivering the Valedictory Address  
(November 18, 2016)**



**Ms. Selasie Mallet delivering the Valedictory Address  
(November 19, 2016)**



**Graduands seated at the Congregation**



Some parents and guardians at the ceremony

This is a startling statistic I heard from Nigeria last week on BBC- 750k people applied for a job in the federal tax office- 2000 of these applicants had first class degrees however, there were only 500 vacant positions.

Trawling through the College website, I chanced upon the abstract of the thesis submitted by S.Y. Avudzi on *Career Development Trajectories among University of Ghana students*. It seems that about 60% of those surveyed are open to taking a job in a field they did not aspire to or prepare for. That is really good news because the market is tough and so such a mind-set demonstrates respondents preparedness to be unconventional. Explore collectives, partnerships or joint ventures and feed off your collective energy to bring your dreams to life. Choose artists, writers, poets, musicians as your friends and mentors. They are known for their unconventional approach to life and can help to shape your ideas.

I graduated from this University 30 years ago. More than half of my working life has now been spent in the arts, a field I did not train for. My first love was mathematics, followed by information technology, but then one day I found myself working within the field of the arts. Even though i am now playing catch up but loving every moment of it! In the twists and turns of my life, what came naturally to me has been shelved in a cupboard and i occasionally open the door and look in with nostalgia. Working in the arts is now my **passion** and it all started because of my **curiosity** and willingness to learn or rather **unlearn**. Be ready to be open, flexible and adapting.

Finally, the knowledge you take away is one thing, like the icing on the cake these are what will matter most to people you work with and serve.

May I plead with you to be **empathetic**. It opens your eyes to the needs of others- people in your community and society. You will employ your knowledge to facilitate easy workflow and do away with bureaucratic machinery that frustrates the average Ghanaian. But of course if you set up your own business, I trust you will be pragmatic and do exactly this! Your empathy will sway you to go the extra mile and energise you every day to be the harbinger of hope in their lives.

Be abreast with the trends in your profession, especially with what your peers are doing worldwide by reading widely and using new technology, social media, etc. Be

ambitious for yourself –i dropped out of the French club whilst I was here even though i enjoyed taking part in the plays and other events. Because of lack of practice, my spoken French today has now become just passable. Think about the possibilities that the region of West Africa offers a bi-lingual person. I don't think you would have gotten here today without being disciplined- and this is a highly commendable.

Finally, numbers are essential to complete your business proposals, give in to your intuition and feed off your passion. As future decision makers spare a thought for your fellow colleagues graduating in art from KNUST. Their works are waiting to be placed in public places, offices, town squares and so on. They need your support.

As an alumnus of the University of Ghana, your alma mater asks you to live by its motto- *integri procedamus*- progress with integrity. In fact your country Ghana demands integrity in your actions at work. As you leave the walls of this university some of you may be experiencing a bit of trepidation and suffering anxiety pangs. In fact, some of you may be seriously considering re enlisting into another course because of that fear! Spare a thought then for the students in 3<sup>rd</sup> century Rome.

And I quote...

*During that time advanced studies became so popular that measures were put in place to curb enlisting into school...the student would present himself to the chief tax officer, with a letter of permission from the provincial judges from his own city. Documents submitted included birth certificates and reports-they also had to declare what they proposed to study. The tax office of the school would then regularly investigate the residence of the student, checking whether they were devoting effort to the subject of their study. Officials would then warn students against ill behaviour in gatherings and they would be cautioned to avoid bad company. They were not allowed to visit shows or visit unseasonable parties. Anyone who did not behave in the city as the dignity of a liberal education required would be publicly flogged and immediately placed on a boat, expelled from the city and sent home...*

Ladies and Gentlemen, graduands of 2016, I will end with the motto of my secondary school, Holy Child in Cape Coast.

*Facta non verba.* Quit talking and just do it! Congratulations!

**GUEST SPEAKER'S ADDRESS DELIVERED BY  
MR. GEORGE OSEI-BIMPEH**

Chairman of Council ably represented here by Mr John Klinogo  
Members of the University Council,  
Vice-Chancellor, represented by the Acting Pro-Vice Chancellor  
Deans and Directors  
Members of the Advisory Board of the College of Humanities  
Members of Convocation,  
Staff and Students,  
Alumni,  
Graduands,  
Invited Guests,  
Distinguished Ladies and Gentlemen

I was filled with joy and nostalgia when I had a call from the university, the subject matter of which was a request to be a guest speaker at this congregation. I was even more dumbfounded when I reflected on the message delivered at the time I graduated, the rich experience shared and the wisdom the speaker at the time exhibited. It is indeed a privilege to be here and I am grateful for the invitation.

Ladies and Gentlemen, before I proceed to tell you my story, I will like to congratulate you all graduands for the significant milestone you have attained today. You have brought a great honour not only onto yourselves but your parents, guardians, and your communities. You have braved the storm, scaled the hurdle and handled the academic drudgery diligently. I am aware that, with gleaming excitement and expectation, you are going to put your hands on your certificates and run to the world.

I know your families and loved ones are here with you. I congratulate them as well. Their financial and moral support have made it possible for your accomplishments. To such families, I say you have made great impact on the lives of the graduating students and you should be proud of your graduates as they close this chapter of their lives and prepare for the next steps into new professions.

Distinguished Ladies and Gentlemen, I am a strong believer in perseverance, determination and tenacity of purpose. I am going to illustrate this belief with my

life. I am a son of peasant farmers from Kuntanase in the Bosomtwe district of Ashanti region. I had a topsy-turvy educational life in which nothing seemed certain. There were many times I abandoned school. I am sure you can imagine how tumultuous the journey was. My first attempt at SSCE in those days was a complete disaster. I failed all subjects. Yes I was a complete failure.

By sheer luck, I later found myself back in high school to start from SSS1. I was given a second chance! Ladies and Gentlemen, after my second 'world war' at SSCE, I emerged as the best student of my class, and subsequently secured admission into this esteemed university. I must say I discovered my vocation at this university. I continued at the prestigious Cambridge University in UK and returned to Ghana two weeks upon graduation.

With my Cambridge certificate, I had high hopes of grabbing my dream development job. It was at his point I learnt to make a distinction between a dream and a reality. I woke up from my slumber after I searched, searched, and searched for jobs. In the meantime whiles studying in Cambridge I had secured a job in my final term. That job was going to offer me 2,500 pounds per month after tax (over 11 years ago). I found myself in a dilemma; to return to the UK to take up the job offer or not, "that was the question", to paraphrase Shakespeare. But I had made a decision to return to Ghana because of my career choice, development work, and there was no a better place than Ghana, my motherland.

My steam for job search was about to run out when I got my first job interview. Unfortunately I failed at the interview. The chair of the panel looked me in the face and said "young man I see you can think fast but you do not have the requisite experience for this job". Another simply asked me to go and read for a PhD. Ladies and Gentlemen, the latter nearly killed my dream! I ended up as an intern in the organisation after an offer had been made to that effect. Though disappointed I grabbed the offer.

As an intern I was cut to sizes, getting baptised in the world of professional work, and I am glad I got that chance. (I got to know my smoothness level). I had no idea that an offer for internship was going to serve as a springboard that would usher me into the world of development advocacy. When opportunity strikes, often times it is preceded by disappointments and many times opportunities are disguised in frustrations. SEND-GHANA, gave me an opportunity of a life time and the rest is history. Having worked with SEND for almost a decade, engaging industry players

and policy makers I have learnt and observed few things.

Ladies and Gentlemen, I am pretty sure many of you are clear on your plans on the next thing after graduation. You have dreams, hope and perhaps great strategies to guide you to your destinations. I can assure you that there are exciting times ahead. The days ahead of you will also be trying, but they will be all dependent on you and your determination. Bear in mind that life does not follow the course of personal plans you lay out. You may find it easy and smooth sailing sometimes. But unless you do not wish to succeed, you can never avoid the highs and lows of life. It may be extremely difficult in your job search, making career progress, and managing all forms of relationships. The key to your success, however, is a function of how you handle these situations.

It may well be your expectation that with your degrees you are now equipped with what should catapult you directly into the upper echelons of the corporate world. Certainly most of you began your studies with the goal of getting a job, and a good one for that matter. However, the problem is that jobs are not what they used to be. Growth in the number of jobs is stagnating, if not falling, and full-time jobs are both insecure and risky. Employers no longer make promises of either professional or financial security to today's workforce. That belongs to history!

Nonetheless, current employment trend presents wide-ranging opportunities for you. There is an opportunity, for instance, for you to choose the gig economy's flexible and independent work arrangements and, in the process, transform how, where, and when you work. [According to McKinseys Global Institute](#), 30% of the working age population do some form of independent work, and that share is growing rapidly. Wherever you plan to work, you have the option to cultivate the mind-set, skills, and toolkit to succeed in this new world of independent work.

Sadly, full time jobs are fading away. The private sector is not creating and adding full-time jobs to the economy at a rate that can absorb all of you. We are simply not having enough young businesses to create the most new jobs. I am sure it now sounds a cliché for you to hear some people pontificating on why you should be your own employer! Yes, you can. And you need not look far for such opportunities. Look at your mum's kitchen, there is a problem which solution can bring thousands if not millions; your compound, the street, your church, mosque, the small businesses and the social milieu all have hidden gold. You do not need

outrageous start-up capital. The capital you need is your passion and it begins with you and now!

Many of the solutions to our everyday problem lies in taking advantage of the digital revolution. Young people the world over are applying technological solutions to everyday businesses and social activities. You are not graduating with IT degrees. However, taking advantage of opportunities in technological revolution does not need a degree in IT. It only needs creative and imaginative capacity, which your studies have equipped you with. Ghana has made progress developing her digital infrastructure. This offers you the opportunity to develop skills in the digital economy and create opportunities for decent livelihoods

But if you do not intend to employ yourself, I am pleased to inform you that, instead of creating jobs, companies are increasingly disaggregating work from a job. Let me illustrate my point with development in the media landscape for instance. There are fewer full-time journalist jobs available anymore, but there is plenty of freelance reporting work. Similarly, that former director of marketing job has now transformed into the work produced by a social media contractor, an outsourced PR agency, and a marketing strategy consultant. Where there once were jobs, in the gig economy there is now just work. I dare say and suggest that you should just look for plentiful work, not increasingly scarce jobs. You do not know how good you are at something until you try something else.

Ladies and Gentlemen, the painful truth is that employment opportunities are scarce now than ever before. This unfortunate situation has brought a lot of dejection to graduates from various higher educational institutions. I am aware that you cannot change the unemployment situation now but you can change the way you look at employment. Brian Tracy puts it better when he said " you cannot control what happens to you, but you can control your attitude towards what happens to you, and in that, you will be mastering change rather than allowing it to master you". Ladies and Gentlemen, you do not have to be afraid to fail at something. So begin to do something that will make you control situations rather than situations controlling you. Form partnerships, explore the environment, and challenge the status quo. In the words of Pope John XXIII, you should "concern yourself not with what you tried and failed in, but with what is still possible for you to do"

Ladies and Gentlemen, I cannot talk about job opportunities without introducing you to the sector I am most familiar with- the non-profit sector. About 20 years ago

the NGO sector was worth \$1.1 trillion in only 22 countries. By 2013 the growth rate of the non-profit sector's contribution to GDP exceeded the growth rate of overall GDP. The sector makes an average contribution of 4.5% of GDP (similar to figures for the construction industry. Globally an average of 10% of the workforce are employed by the sector. A UN report says that the global non-profit sector, which is worth more than \$1 trillion turnover, could rank as the world's eighth largest economy. I am pleased to inform you that majority of nonprofit organisations operate and compete in the same manner as businesses; the skill set is easily transferrable. The sector is increasingly expected and challenged to do more with less and this requires highly qualified people interested in careers in non-profit management. You have acquired strategic and analytical skills. Your knowledge of other sectors is useful to a career in nonprofit management.

A career in the non-profit sector can offer you a real opportunity to gain an insight into management outside of the corporate world. Here you will have fewer resources but more trust in an individual's expertise. You can have more impact. The sector has the penchant for innovation, a great desire for people to come in and try things. Using your skills to solve problems for the betterment of society makes a non-profit career both challenging and rewarding. But you must cultivate the passion.

I have a firm belief that you have the power and the potential to shape this country and a better world. In the words of Marcus Tullius Cicero "the function of wisdom is to discriminate between good and evil". Your degrees and experiences have certainly made you wiser and that is why you must make a difference. At the going down of the sun and in the morning, your generation needs to be remembered for having charted a path that did not only benefit you but humanity in general. You cannot contribute to growing selfishness, greed, corruption, inequality and social injustice. You have the potential to stand against injustice and I must say that doing so can be the hardest thing you ever do. But doing so means that you create a better world for yourselves and generations yet unborn.

Ladies and Gentlemen, Oliver Wendell Holmes, Jr. once said "A mind that is stretched by a new experience can never go back to its old dimensions". You will agree with me that your life is now enhanced with the toolkits needed to forge your path ahead. What you have learnt along the way and what you will do with your education is the most important thing and not your certificates. Your future is therefore in your hands. That future will require you to constantly learn and so if

you were thinking that your days of learning were over, then you are mistaking because you are just about to learn, a process that will never end until you are no more. Just be prepared to take advantage of the people you will come into contact with. Some may be willing to help you, others may not. But both situations provide opportunities to enrich your world view.

Ladies and Gentlemen, as you run out to the world, you are going with the power and the potential to make a huge change. If you veer into politics, you cannot afford to compound the current cacophony in our body politic. Be the one to change the face of politicking. Become the best teacher you never had, the banker who revolutionises the banking industry, or the business man or woman who cherishes hard work and constantly pushes the frontier of innovation. You cannot let yourselves and society down. Become an active citizens and a part of a critical mass with great sense of nationalism and patriotism. Standing for social justice and a love for humanity will create an atmosphere for fair and equitable society.

But above all stand out and dream big. Follow your passion. Be hungry for success and create sustainable success. Extend a helping hand to each other. You have more than it takes to make it. Go out and shine!

Finally, I live you with the words of [James Carville](#) "you are going to be doing things and you are going to be scared. It is natural. And when that happens, and it is going to happen more than once, do me a favour: go back to the days of your childhood, go in the 100 Acre Wood, take a deep breath and just say, "I am stronger than I seem, I am braver than I believe, and I am smarter than I think." And then go do it, that is what it is".

I wish you the best of luck in all your future endeavours as you journey into the world and pray that you will conquer the world.

Thank you

## **VALEDICTORY ADDRESS BY MS. SELASIE MALLET**

Representative of the Chairman of the University Council,  
Pro-Vice-Chancellor,  
Registrar,  
Honorable Guest Speaker,  
Members of Convocation,  
Niime, Naamei, Nananom,  
Fellow Gradaunds,  
Distinguished Ladies and Gentlemen,

I deem it a great honor to stand before you on this august occasion to deliver the valedictory address on behalf of the 2016 graduating class. Irrespective of our divergent orientations we all had a common ambition to be able to graduate successfully, and here we are today. I am of the conviction that every graduand here has a reason to be proud of him/her self and to be optimistic about the future.

There are no shortcuts to any place worth going”, says Beverly Sills. I acknowledge the efforts being made to fully implement the vision of the university to be a world-class institution as found in the university's mission statement. However, in our aim to raise our standards, the needs of students should not be overlooked. It is my prayer that these efforts would indeed yield the desired results for both present and future students.

To my graduating class, we know what a great gift it is to be as prepared as we are, because not all schools offer such an advantage. Here we have had a high degree of academic excellence. Muhammed Ali once said, "the fight is won or lost far away from the witnesses- behind the lines, in the gym and out there on the road”, in our case the victory we celebrate today was achieved far away from most present today – while we studied, while we managed to balance school, work and family.

As we sit here today, memories of all the happy and sad moments on this campus come to mind. Graduate study is known to be one of stress, and it comes with lots of responsibilities. We cast our minds back to days when we had to deal with requesting for leave to attend lectures, engage in some extra studying and before difficult end- of-semester examinations, we can think back to sometimes being denied leave, which added to the very frustrations of studying. There are many

stories of the activities involved in preparing our long essays before deadline; the search for relevant topics, the search for data from various industries and then the famous search for our supervisors for their input. Let us not forget the stress in actually preparing for examinations, waiting for examination results, praying for miracles in papers we know did not go too well, also the shock when we got grades higher than what we expected and finally the excitement in it being over. We also reminisce of those days of rushing for lectures, sneaking back to work for that equally important meeting, trying to stay awake during lectures, responding to work emails during lectures and burning of midnight candles, just to mention a few.

In spite of all these, we had a great deal of fun. We cannot leave out the good times shared with the friends we made, the health walks, social gatherings and the encouragement we gave the entrepreneur's amongst us by critiquing and supporting their businesses. On these grounds, lots of relationships and businesses have been nurtured. The friendships that we have made here will last a lifetime. In the same way we have supported each other and helped each other succeed, I hope we will continue to provide support and encouragement for each other in future endeavors.

On the whole it has been a period of hard work, determination, fun and pleasure. Ultimately leadership is not about glorious crowning acts. It is about keeping your team focused on a goal and motivated to do their best to achieve it, especially when the stakes are high and the consequences really matter. It is about laying the groundwork for others. The degree classifications and FGPA's we graduate with as the graduating class are useless if the education we have received does not positively impact our society. A world of endless opportunities awaits us as University of Ghana graduates.

Philip Kotler said, "If you are not a brand, you are a commodity. Then price is everything and the low-cost producer is the only winner". I would like this to serve as a reminder to who we are, to keep building a brand for ourselves and to benefit the industry with what we have studied.

Our undertaking to the university is that wherever we may find ourselves; in industry, private sector, governance or academia, we will endeavor to contribute our quota to the development of our dear motherland Ghana and be worthy representatives of this institution. We will strive to attain the greatest possible heights in our various fields of work.

Our gratitude goes to the University of Ghana, our alma mater, for providing us with the opportunity to be educated.

I salute our dear parents, spouses, family and guardians who supported us variously and most importantly with their prayers. It was good to know that we had our families in our corner, supporting us along the way.

Let us give them a big round of applause for the good work they have done. We will ever remain grateful to the University faculty and staff, your presence, assistance and hard work did much to bear fruit today. We thank you whole heartedly for your stewardship. I say thank you and God bless you.

To all of you my fellow graduands, When you leave here today, celebrate what you have accomplished, but look forward with an eye toward how you too, can be the inspiration for others

I say **AYEKOO!!!**

Thank you.

**CLOSING ADDRESS BY CHAIRMAN OF COUNCIL  
(REPRESENTED BY MR. JOHN KLINOGO,  
MEMBER OF COUNCIL)**

Members of the University Council,  
Hon. Minister for Education  
Members of the University Council,  
Vice-Chancellor,  
Guest Speaker,  
Members of the Advisory Board of the College of Humanities  
Members of Convocation,  
Staff and Students,  
Alumni,  
Fresh Graduates,  
Invited Guests,  
Distinguished Ladies and Gentlemen

As we end this ceremony, I would like to salute all who have worked hard to ensure a successful event, especially all those who played various roles in the planning and organisation of this event.

Our new graduates have also worked hard over the periods that they have been students at this University and they deserve all the laurels that they have acquired. You, our new graduates, have been part of the changes that have taken place at the University of Ghana over the past few years; we look forward to receiving some of you back soon, as faculty or as administrators, to support the university's drive to become a research-intensive University.

I congratulate you on your achievements and urge you all to be worthy ambassadors of your *alma mater*. I wish you success in your future endeavours.

Our thanks also go to all teachers, the management team and the managers of the various units, who have worked together to ensure that your stay in the University has been fruitful. The University appreciates the effort that everyone has put into this enterprise.

We are also happy that so many parents, guardians, family members and friends of the graduates were able to join in this celebration.

To our Guest Speaker for today, invited guests, alumni and friends of the University, we appreciate your presence and participation in the ceremony. I wish you all a safe journey back.

Distinguished ladies and gentlemen, it is now my privilege and duty to declare today's congregation officially dissolved.

Thank you.

