



# UNIVERSITY OF GHANA

## SPECIAL REPORTER

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## PROCEEDINGS CONGREGATION NOVEMBER 5, 2011

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## ORDER OF PROCEEDINGS

8.30 a.m. Guests to be seated

8.45 a.m. Procession:  
Members of Convocation  
University Council  
Dawuro

9.05 a.m. National Anthem

9.10 a.m. Chairman of Council welcomes guests and declares Congregation duly constituted: Justice Prof. S.K. Date-Bah

9.15 a.m. Vice-Chancellor's Address: Prof. Ernest Aryeetey

Interlude: University of Ghana Jubilee Choir  
Valedictory Address: Ms. Barbara Bema Akosua Gyasi, Best Graduating Student, Faculty of Engineering Sciences

Address by Guest Speaker:

Mr. Kwamina Asomaning, Executive Director, Corporate & Investment Banking, Stanbic Bank Ghana.

Interlude: Ghana Dance Ensemble

Conferment of degrees:

- School of Graduate Studies
- Faculty of Law
- Faculty of Engineering Sciences
- College of Agriculture and Consumer Sciences
- Faculty of Science
- University of Ghana Business School

Chairman of Council dissolves Congregation

University Anthem

Recession:

University Council

Members of Convocation

In Attendance:

University of Ghana Jubilee Choir

Ghana Dance Ensemble



**OPENING ADDRESS BY HIS LORDSHIP PROF. JUSTICE SAMUEL  
KOFI DATE-BAH, CHAIRMAN OF THE UNIVERSITY COUNCIL**

The Honourable Minister of Education,  
Members of the University Council,  
Vice-Chancellor,  
Senior Members and Staff,  
Students,  
Graduands,  
Alumni,  
Invited Guests,  
Distinguished Ladies and Gentlemen,

I bring you warm greetings from the Chancellor, His Excellency Mr. Kofi Annan, who is unable to be present personally at this important occasion. He has asked me to convey to you all his personal greetings and best wishes for the occasion. I would like on his behalf to welcome all who are gathered here this morning for the congregation ceremony of November 2012.

Distinguished guests, ladies and gentlemen, it is now with great pleasure that on behalf of the Chancellor, I declare this morning's assembly, duly constituted for the award of degrees, diplomas and certificates of the University of Ghana to successful graduands and also to receive a report from the Vice-Chancellor.

The University of Ghana continues to make progress in achieving excellence in all its areas of endeavour, as evidenced by many significant developments which have taken place since the last congregation held in March 2012. It is now time to listen to the report of the Vice-Chancellor on some of these developments at the University of Ghana during the 2011-2012 academic year. I therefore invite the Vice-Chancellor to present his report for the year.

Thank you.

**ADDRESS BY THE VICE CHANCELLOR,  
PROFESSOR ERNEST ARYEETAY**

Your Lordship Justice Samuel Date-Bah, Chairman of the University Council;  
Honourable Minister of Education, Ambassador Lee Ocran;  
Honourable Ministers of State and Members of Parliament;  
Distinguished Guest Speaker, Mr. Kwamina Asomaning;  
Pro-Vice Chancellors;  
Registrar;  
Your Excellencies Members of the Diplomatic Corps;  
Colleague Vice Chancellors and Registrars;  
Members of the University Council and Members of Convocation;  
Niime, Naamei, Nananom;  
Graduating Students;  
Parents and Guardians;  
Distinguished Ladies and Gentlemen:

**Welcome**

It is with great pleasure that I welcome you all to this congregation ceremony for some of our students who completed their programmes in the 2011/2012 academic year. At today's ceremony, deserving students from the Faculties of Science, Engineering Sciences, Law, the College of Agriculture and Consumer Sciences, the University of Ghana Business School and the School of Graduate Studies, who have fulfilled the requirements for their programmes will be awarded the degrees and diplomas due them. Other Congregations will be held in March and April next year, before we proceed with graduating students within the same academic year that they complete their studies, with series of congregation ceremonies in July and November. I would like to focus my address on various developments at the University since the last academic year and also touch briefly on higher education in general in Ghana.

**Governance**

There have been a number of significant developments on the governance front that I would like to share with you.

### Constitution and Appointment of University Structure Reform Committees:

The University of Ghana has decided to decentralize its structure by adopting a collegiate model. The reform is intended to enhance efficiency and make university administration more effective. The decentralization is also intended to provide greater opportunity to students with respect to programme offerings as well as enhance inter-disciplinary research. With advice from consultants, management has appointed University Structure Reform Committees to oversee the development or reorganization of four colleges. The proposed colleges are as follows:

1. The College of Health Sciences, which is essentially an existing college, but which faces significant challenges both in its internal cohesiveness and in its relationship with the centre; which does not allow the full benefits of decentralization to emerge.
2. The College of Basic and Applied Sciences, which will be made up of the existing College of Agriculture and Consumer Sciences, and the Faculties of Science and Engineering Sciences.
3. The College of Humanities, which will include the Faculties of Arts, Law and Social Sciences as well as the University of Ghana Business School. The proposed composition of the college is based on the natural connectedness of the disciplines as well as financial feasibility.
4. The College of Education will be a new college that will encompass the distance education programmes of the University as well as other programmes that the University might introduce.

Work towards the design of the new colleges is expected to be completed by 31st March 2013, to be followed by the process of beginning the establishment of the colleges from the next academic year. The process will be designed to show that the unit cost of producing the outputs of the University will decrease over time.

### Senior Level Appointments

There have been several senior level appointments since the beginning of the academic year, and I would like to mention these. Professor Kwadwo Koram has been appointed Director of the Noguchi Memorial Institute for Medical Research

while Professor Alex Nyarko becomes Acting Dean of the School of Pharmacy. Professor Alex Asiedu is the new Principal of Accra City Campus and Professor Macarious Yangyuoru has become the Director, Institute of Agricultural Research. Professor Samuel Codjoe is the new Director, Regional Institute for Population Studies and Mrs. Amma Kwaa has been made College Registrar, College of Health Sciences. Professor Chris Gordon has been confirmed as the Director, Institute for Environment and Sanitation Studies and Professor Henrietta Mensa-Bonsu is the new Director, Legon Centre for International Affairs and Diplomacy. Reverend Professor Patrick Ayeh-Kumi is the new Dean, School of Allied Health Sciences and Professor Richard Adanu has become Dean of the School of Public Health.

These ladies and gentlemen come into their positions with a wealth of experience in the management and administration of various aspects of the University, and I trust that as they seek to promote teaching, research and extension work within their specific areas of responsibility, staff and students alike will give them the needed cooperation.

## **Academic Affairs**

### Admissions

Your Excellencies, ladies and gentlemen, the admissions process for the 2012/2013 academic year ended in the second week of October. Once again, the University of Ghana made it possible for students completing their West African Senior School Certificate Examinations (WASSCE) in May/June to enter the University in the same year that they completed their examinations. In doing the admissions it was our policy to ensure that the University admitted only as many regular students as it could provide residential facilities for. Students were also admitted to the Accra City Campus programme and the Distance Education programme, both of which are non-residential.

The University received 31,813 undergraduate applications and 4,480 postgraduate applications. A total of 17,819 applicants were offered admission, made up of 15,272 undergraduate and 2,547 graduate students. Out of this number 10,459 were male and 7,360 female. After registration had ended the total enrolment of new students stood at 11,171.

Included in this number are 456 international students of various nationalities,

who were admitted into our programmes either as regular or special admission students.

As I pointed out in my speech at Matriculation a few weeks ago, this year's admission process was extremely competitive. We painfully had to turn down many otherwise qualified applicants with excellent grades, because of limited human resources and a lack of adequate facilities. There were as many as 1,049 science students who obtained aggregates 7–10 that we could not offer any programmes. This is indeed a very worrying situation, and as a University, we intend to work with other stakeholders to find solutions to the underlying causes.

As we look into ways of ensuring that otherwise qualified young people are not denied admission into universities and programmes of their choice, we must also be mindful of the fact that come next year, we will be faced with additional challenges, when two cohorts of students complete their WASSCE at the same time. As a University, we have started planning towards this, and will do all we can to admit as many of the applicants as possible within these two cohorts. We will also work to make the admissions process as smooth as possible.

Distinguished ladies and gentlemen, these challenges compel me to use this occasion to comment on some issues relating to education in general and higher education in particular. I am personally concerned that discussions of possible education sector reforms and the relationship between education and national development are treated rather casually by a number of government officials and political parties alike. I am concerned that that the funding of different types and levels of educational institutions does not appear to be inspired by any clear strategy towards the long term transformation of the national economy and society. Again, I am concerned that discussions of how the school system could be restructured, including issues of access and curriculum, and how this could be related to the tertiary system appear to take place only in small groups without any reference to the broader set of stakeholders. The absence of consensus inevitably means that changes are not sustainable. The fact that many of the graduates leaving these grounds today will not be finding jobs for a long time should oblige us, as a people, to think about education in a more structured way and much more strategically. Countries that have managed to change the structures of their institutions, societies and economies knew exactly what they wanted out of their educational system. We need to do the same, sooner rather than later.

Distance Education Programme

The Distance Education programme of this University, which began in November 2007 had its first graduation ceremony on 21st April 2012, with 574 students graduating with Bachelor's degrees in Administration and the Humanities.

The University continues to see an increasing number of students applying to undertake studies through this mode, and we are currently working towards putting in place systems for improving the structures and processes of the Distance Education programme.

Additionally, the University is committed to integrating ICT in teaching and learning to enhance faculty/unit effectiveness. Toward this end, an Implementation Committee was tasked to outline the e-learning policies needed to support teaching and learning in the University, utilizing facilities such as video conferencing and online communication, in combination with face to face contact, to promote a two way dialogue between lecturers and their students. The ultimate aim of this is to ensure that students are not tied to a particular geographical space, so that they do not always need to come down to their centres for lectures and tutorials.

A pilot e-learning programme is to be run, involving a few units. Additionally, faculty members in various Departments are to be trained in e-learning, and programmes put in place for them to train others. Also, programmes are to be put in place to reorient members of faculty towards the university-wide adoption of e-learning in the near future.

#### Revision of Undergraduate Classification System

The Academic Board has recently approved a revised classification system for the University's undergraduate degree, which entails changes in the range of Final Grade Point Averages for various classes of degree. The revision is meant to address challenges encountered with the introduction of the new four year degree programme, and to better represent and classify the academic performance and standard of students. The revision affects students who started their undergraduate programmes from the 2010/2011 academic year to date.

#### New Structure for PhD programmes

The University of Ghana is gradually moving towards the goal of becoming a formidable research university and hopes the Government of Ghana will support it in this quest. A major strand of the approach is to expand and improve

significantly PhD programmes in order to bring them in line with what is expected in good universities.

The restructured 4-year Doctor of Philosophy programme will be rolled out from January next year. Key aspects of the programme include compulsory course work, attachment to research projects for all candidates, the introduction of comprehensive examinations to be taken by all PhD candidates and the formal defense of the candidate's research proposal. It is expected that with these modifications, PhD graduates will perform much better in research methodology, show better understanding of data collected, use more current and sophisticated analytical techniques and draw more credible conclusions from their work.

### New Programmes

We have recently reviewed and introduced several new programmes at both the undergraduate and graduate levels. These are:

- New elective courses in the Master of Science in Health Informatics programme at the School of Public Health;
- The introduction of a Master of Arts programme in Conference Interpreting to be run by the Departments of French and Modern Languages;
- The introduction of an MPhil programme in Nuclear Technology Applications in Petroleum and Mining Industries to be offered at the School of Nuclear and Allied Sciences;
- The review of the Master of Arts in Social Policy Studies programme and the introduction of a Master of Philosophy programme in Social Policy Studies;
- The revision of graduate programmes in the Department of Marine and Fisheries Sciences;
- The review and restructuring of graduate programmes in the Department of Biochemistry, Cell and Molecular Biology;
- The introduction of a combined major programme at the undergraduate level in Chemistry; and
- The introduction of a Bachelor of Science programme in Actuarial Science.

### Purchase of Equipment for Science Units

Management has developed a programme for the acquisition of modern equipment for the various units of the University undertaking scientific research. Arrangements have been made to acquire a GC Mass Spectrophotometer to be

housed at the Chemistry Department and available to all science graduate students. We are also in the process of setting up a nitrogen plant to be located at NMIMR for the use of all researchers at the University.

### **Research Capacity Building**

The University Council has recently approved a Research Policy for the University, which is intended to govern and facilitate research at the University, and has the following key principles:

- Assurance of academic freedom
- Promotion of high quality cutting edge research which advances knowledge
- Ensuring that research meets national development priorities
- Ethical research
- Protecting intellectual property
- Good practice in data/material management and
- Making research findings understandable and accessible

Faculty members of the University continue to win grants and awards for research. Last year, the University, as part of the TRECCAfrica consortium obtained some 2.3million Euros for graduate training and staff exchange. This year, the Office of Research Innovation and Development (ORID) and Noguchi Memorial Institute for Medical Research coordinated the participation of the University in two different consortia to submit proposals, both of which have been selected for funding. They are:

- “*African Regional International Staff/Student Exchange: Food Security and Sustainable Human Wellbeing (ARISE)*”; with a focus on faculty development and post-graduate training, targeting 56 post-graduate positions with a budget of 2 million Euros; and
- “*Enhancing community of practice in one health for infectious diseases through postgraduate training*”; which focuses on faculty development and post-graduate training, targeting 95 post-graduates including 36 faculty positions with a 2 million Euros budget.

In the 2011/2012 academic year, the University raised at least \$10 million for research activities at the University. Substantial parts of these grants went towards capacity building in research for the next generation of scientists, establishment of

the research commons and support for post graduate research. Additionally, individual faculty members continue to attract grants for research in their areas of expertise across various disciplines. Under the 5th Call for Proposals for our own University Research Funds, we provided 17 different grants to various research teams and individuals amounting to a total of GHC566,044.30.

Eight Research Development Officers have been appointed to support the research agenda of the University by taking up the administration of research within faculties to free academics in order for them to concentrate on their research. Specifically, they are expected to facilitate grant applications at the level of faculties, institutes and centres, facilitate research, scout for grant opportunities, document on-going and completed research, and build and facilitate faculty research databases.

### **Staff Development**

I recently signed on behalf of the University, a grant agreement that will bring an additional USD 2,350,000 as grant money from the Carnegie Corporation of New York to support the University of Ghana's ongoing efforts to invest in capacity enhancement for members of faculty, and enhance faculty research capacity. The project, *Building Capacity for Research and Post-Graduate Training Phase II*, seeks to consolidate the gains from the earlier 2-year project "UG-Carnegie Next Generation of Academics in Africa" (NGAA), and expand the activities to include initiatives that will benefit the wider University of Ghana academic faculty.

The goal of the 3-year UG-Carnegie NGAA Phase II project is for the *University to be able to attract and retain high caliber faculty to deliver high quality research outputs and post-graduate training, thereby enhancing post-graduate student recruitment and the profile of the University.*

The University of Ghana was one of the four universities in Africa that won the first batch of grants in 2010 under the Carnegie Corporation of New York's NGAA. We are pleased that UG is the only one of the four that currently has received approval of funds to move into the implementation of Phase II. It is worthy of note also that the grant provided for the Phase II of the project is USD 550,000 more than the Phase 1 grant, a clear indication of the donor's confidence in our ability to deliver.

Key achievements of Phase 1 of the project included support to 68 MPhil/PhD

candidates and knowledge and skills enhancement training that benefitted 415 post-graduate students. Through the funding provided in the first phase, we were able to refurbish the Insect and Mammalian Museums and post-graduate room and library of the Department of Animal Biology and Conservation Science, as well as post-graduate seminar and lecture rooms for the Departments of Mathematics, Statistics and Sociology. The project also provided 20 computers to the School of Graduate Studies and at least three computers and two printers, as well as additional post-graduate lecture room furniture and equipment to each of the eight participating Departments/Units.

The grant awarded for Phase II of the project is expected to support at least 20 more University of Ghana faculty members to complete their PhD research; fund the thesis research costs of at least 25 high performing MPhil students targeted for academic careers; support at least 20 senior faculty in focal disciplines to participate in special courses and key conferences to enhance their research skills; support the publication of the University of Ghana reader series; support the development of new post-graduate programmes in Biomedical and Material Science Engineering, African Thinkers (Institute of African Studies) and Sustainable Development (Institute of Environment and Sanitation Sciences); and the establishment of a University of Ghana Writing Centre at the Department of English. Phase II will also provide laboratory equipment to the School of Veterinary Medicine, the Computer Engineering and Biomedical Engineering Departments and continue to support various workshops to enhance faculty and post-graduate students' research output.

I would like to thank Professor Yaa Ntiamoah-Baidu for effective leadership in putting the UG proposal together.

The University of Ghana Faculty Development Scheme continues to offer a broad range of support to eligible staff for staff development purposes and in support of the push to equip all lecturers with PhD or other terminal degrees. There are currently 93 persons on study leave with pay from the university working towards terminal degrees.

### **Public-Private Partnerships in the Development of Capital Projects**

Towards the modernization and improved efficiency in service delivery at the University of Ghana, we are in the process of finding investment partners to undertake a number of projects and business ventures aimed primarily at

providing improved services for its community and at generating significant income for the University.

In line with the above, business entities that were interested in partnering with the University of Ghana in any of the specified areas were invited to submit expressions of interest in such a venture. The specific areas are:

- Development of a sports stadium
- Construction and management of asphalted toll-roads and car parks
- Development of a public transport system
- Development of a shopping arcade
- Development of staff housing
- Development of a modern private hospital
- Development of an ultra-modern medical diagnostic centre
- Rehabilitation and management of student hall catering services

76 companies and individuals expressed interest in partnering with the University to develop these projects. Ernst and Young, a consulting firm, has been engaged to advise the University on the best way to partner with the private enterprises in respect of the projects to be undertaken. Bidders have been requested to submit additional information to enable the selection process to start.

## **Physical Developments**

There have been a number of physical developments on the University's campuses, and I would like to highlight the most significant ones:

### *University of Ghana Master Plan:*

The University of Ghana is currently with a consulting firm to develop a master plan to guide all future physical developments for the next 20-50 years.

### *Close Circuit Television for Examination Halls:*

Close Circuit Television cameras have been installed in most examination centres; with work on remaining examination centres expected to be completed soon. This has contributed to a significant reduction in the number of examination malpractice cases.

### *University of Ghana Teaching Hospital:*



A group photograph taken after the ceremony



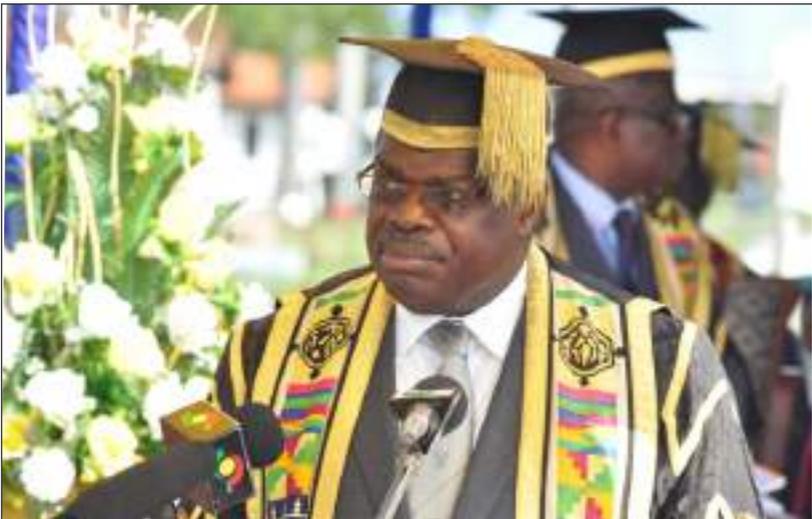
A section of the Academic Procession at the Congregation grounds



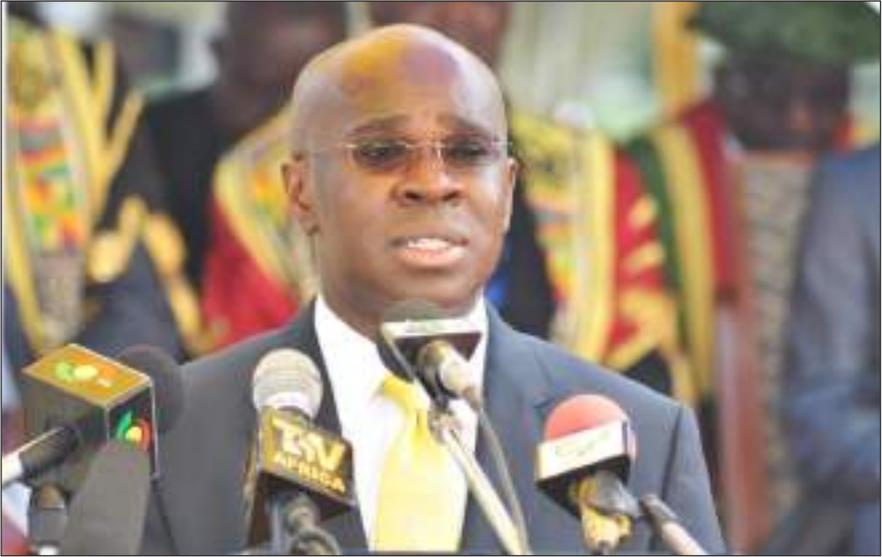
Some Deans and Director at the Congregation Ceremony



Justice Samuel Date-Bah delivering the Welcome Address



Prof. Ernest Aryeetey, Vice-Chancellor, addressing Congregation



Mr. Kwamina Asomaning, delivering the Guest Speaker's Address



Miss. Barbara Akosua Bema Gyasi speaking on behalf of graduands



Graduands seated at Congregation

# AYEKOO



PhD graduands being robed by the Dean of the Graduate School, Prof Kwadwo Ofori.



A PhD graduand receiving a congratulatory hand shake from the Provost of the College of Agriculture and Consumer Science, Prof. Kwame Offei, while Pro-Vice Chancellors, Professors John Gyapong and Kwaku Osam prepare to congratulate him.

# AYEKOO



Above: Staff who received special mention for distinguishing themselves in terms of effectiveness and commitment to the University, being introduced at Congregation. (From left, Professor Arthur C. Sackeyfio, Most effective and resourceful Dean, Mr. Patrick Kuti, Most effective Professional/Administrator, Mr. Richard Ato Fosu Nkrumah, Most effective Technician, Mr. Emmanuel Kojo Ackah, Most effective Junior Staff).



Graduands being congratulated by Official s

Approval has been granted for the construction of a teaching hospital at the new site for the College of Health Sciences, on the eastern part of the campus. I am glad to announce that Government has signed an agreement with the contractors and we expect work to begin in two weeks. Works to be done in this phase include a central building, a Maternity & Pediatrics block, the Hospital Administration block, an in-patient block, a surgical in-patient block, a medical training centre, a maintenance and logistics block and a heliport. Future developments will include the construction of a Cancer Centre and a Rehabilitation Building.

*Asphaltic Resealing of selected roads:*

Most of the roads in the University were constructed several years ago, and sections of these roads have deteriorated due to a lack of sustained maintenance over a considerable period of time. The huge traffic diversions through the campus over the past few years have also contributed to the poor state of roads. To provide better roads and ensure their maintenance, the University plans to asphalt and toll selected roads on campus. These are:

- Teacher’s Fund to the Link Gate on the Achimota Road
- South Legon entrance and exit gates around the Noguchi roundabout
- Evandy Hostel to Presbyterian Boys’ Senior High School (PRESEC) junction
- University Hospital road to Trinity junction
- Jubilee Link road

On-going capital development projects include the following, which are funded by the University and its units: University of Ghana Business School Complex, University of Ghana Crèche, the rehabilitation of roads at the Institute of Continuing and Distance Education Centre at Tsito, and a multi-purpose facility for the School of Performing Arts. Additionally GETFund is supporting the Faculty of Arts Building. The recently commissioned ISSER Conference Facility was funded entirely from ISSER’s internally generated funds.

Upcoming Capital Development Projects include a new College of Humanities building to be sited behind the Department of Geography and Resource Development, to provide accommodation for all the School Deans of the new College, the Departments of Computer Science, Social Work, Political Science, Information Studies, Psychology, and the Centre for Social Policy Studies.

A Central Administration Annex is to be constructed next to the School of Graduate Studies to provide accommodation for the Office of Research Innovation and Development, the Academic Affairs Directorate, Student Financial Aid Office, Office of the Legal Counsel and additional offices for the Central Administration.

The Millennium Development Authority (MIDA) has recently handed over to the University 6 out of 10 bungalows constructed for their consultants at Little Legon. The camp site and the buildings on it will revert to the University at the end of the defects liability period. The materials laboratory set up by the authority will be transferred to the Faculty of Engineering Sciences.

### **65th Anniversary Celebrations**

The University of Ghana will be celebrating its 65th Anniversary next year, which will be a good opportunity to tell the story of the University of Ghana to the world, educate the public about what is being done and raise funds to support various projects.

A Planning Committee for the celebrations, chaired by Professor Yaa Ntiamao-Baidu has been inaugurated, and units of the University are being encouraged to plan and help make the celebrations a success. Planned activities include an international conference, a special congregation and several book launches arising from the preparation of Readers by most units of the University to mark the occasion.

### **Special Mention**

Distinguished Ladies and Gentlemen, I have mentioned several initiatives and changes taking place at Legon. It is important for us to appreciate the role that various individuals are playing to make these happen. Without the dedication and commitment of the people who work here, these initiatives would not have occurred. Senior management has decided that at each congregation we will identify a number of people for special mention for distinguishing themselves in terms of effectiveness and commitment to the University. There will also be appropriate cash awards to show the appreciation of Management. For this congregation we have settled on the following as deserving of special mention:

**Most effective and resourceful Dean:** Professor Arthur C. Sackeyfio. This is for his instrumentality and drive in guiding the new School of Pharmacy to produce its

first cohort of graduates. Their good performance is ample testimony of how his efforts have yielded results, of which we are all proud.

**Most effective and resourceful Head of Department:** Dr. Daniel Etonam Kofi Baku. This is for his leadership, determination and zeal to lift the History Department on to a higher pedestal. While many Heads of Department would complain about the lack of resources, especially human, he has taken the extra step to aggressively look for international visiting scholars to help with teaching and research at his Department. This has enhanced significantly the availability of lecturers and therefore courses at the History Department.

**Most effective Professional/Administrator:** Mr. Patrick Kuti: This is for the dedication and sacrifice he continued to exhibit throughout the year, but more especially during the recent admissions exercise. While his wife was on admission at the labour ward, he worked very late into the night on several days to ensure that admitted students could access their admission letters.

**Most effective Technician:** Mr. Richard Ato Fosu Nkrumah. This is for dedication to duty and a willingness to go the extra mile as Principal Works Superintendent to ensure that the University's water supply system is kept running. He works day and night seven days a week, and responds to every call made out to him without complaining, and always with a smile.

**Most effective Junior Staff:** Mr. Emmanuel Kojo Ackah. As Tradesman Grade II, he is responsible for turning on the valves very early each morning to ensure a uniform flow of water throughout the University's systems. He has shown commitment beyond the call of duty on several occasions.

### **Graduands/Performance**

Mr. Chairman, 2,573 students are graduating today at various levels. At the Bachelor's level, a total of 264 students representing 17.9 percent of the graduating class, obtained First Class Honours, 375 or 25.4 percent, Second Class Upper, 665 or 45.1 percent Second Class Lower and 157 or 10.6 percent, Third Class.

17.1 percent of Certificate and Diploma students obtained distinctions, with the remaining obtaining passes.

The 919 post-graduate graduands include 22 Doctor of Philosophy candidates.

## **Well wishes to Graduands**

Ladies and gentlemen, I am sure that you will join me to congratulate members of our graduating class. I am sure most of you have braved numerous challenges on the long road to completion of your programmes; some of you might even have contemplated giving up. You did not give up, and today you reap the benefits of your hard work and sacrifice.

As you close the door of this phase of your life, and enter into the next one, I can only advise that wherever you might find yourself you will need to be dedicated, work hard and deal honestly with all you come into contact with. I urge you to put all you have learnt here into practice, particularly independent thought, decision making and value judgment. I trust that the physical, mental and social training you have received during your time as a student of the University of Ghana have equipped you to meet any challenges you might face head on. I wish you well.

I also salute parents, guardians and other loved ones who have encouraged and sustained the graduands this far. I trust that you will continue to do so, and give them the support they need to continue to excel.

Your Excellencies, ladies and gentlemen, I thank you for your attention.

## **ADDRESS BY GUEST SPEAKER, MR. KWAMINA ASOMANING**

Honorable Minister of Education, Ambassador Lee Ocran,  
Your Lordship Justice Samuel Date-Bah, Chairman of the University Council,  
Vice Chancellor,  
Honorable Ministers of State and Members of Parliament,  
Members of the University Council and Convocation,  
Nii Mei, Naa Mei, Nana Nom,  
Parents and Guardians,  
Graduating Students,  
Distinguished Ladies and Gentlemen;

I would like to say a big thank you to Vice Chancellor Ernest Aryeetey and to the University Council, Faculty and Staff of the University for letting me share this important day with you.

Members of the graduating Class of 2012, sixteen years ago, I sat where you sit now, as a member of the Class of 1996, and had thoughts similar to the ones you probably have now - What next here? Did I choose the right course of study? Will I land my dream job? What should I prioritize on next – pursuing a family or furthering my education and my career?

Legon has been an integral part of my personal and professional life. I grew up on campus, attending kindergarten and primary school not too far from this oval. My father has been a member of the faculty for more than 40 years and my family lived on this campus for 22 years. So being here today is special for me, as it is for many of you.

Today marks an important milestone in your lives, and I am sure many of you are wondering what you should expect as you leave the gates of Legon back into the real world? One thing that is certain is that your lives will never be the same again. You will find that life has many lessons to teach you that no program of study at Legon could have prepared you for, other than the world of experience that lies ahead of you. Additionally, several of your past experiences, including your experiences at Legon, will begin to make more sense to you. In essence, many pieces of the puzzle will fall in place, and you will be able to connect the dots like

never before. Today, I would like to share with you three lessons that the world has taught me and I believe my perspectives may help ease your minds as to the uncertainties that lie ahead.

The first is that failure or disappointment in one area of our lives typically opens up a world of opportunities and successes in other areas. In secondary school, I always considered myself a scientist. For my A - levels program (which has now been replaced by the Senior High School Examinations), I studied Chemistry, Mathematics and Physics, because I wanted to pursue a career in automotive engineering. Since infancy, I have always had a keen interest in understanding the inner workings of cars. After my A-levels, I worked on securing admission to a college in the United States to pursue my dreams. But I fell short of this goal, as I was unable to meet the necessary financial commitments. Disappointed, I changed course and enrolled at Legon to pursue a career in Business Administration. It was during this period that I discovered my passion for Finance. If had not changed course, I probably would never have discovered my passion.

The second lesson is that we should not be afraid to take risks and to challenge ourselves out of our comfort zones. I have been fortunate - my first job after completing University was with a merchant bank where I cut my teeth learning the rudiments of Investment Banking. For more than four years, I had a successful career in banking. But I knew that I wanted to learn more and experience other international markets. To fulfill my ambitions however, I had to attend business school outside the country. I was faced with two choices – staying on my current trajectory in my existing job and never fulfilling my dream of working for international investment bank, or taking a leap of faith, selling everything I owned, securing a huge loan and starting life all over again in a foreign country.

There were many who questioned the rationale of leaving a well-paying job and disrupting my family life in the quest for international exposure, when there were no assurances that I will come out better. The first few years after business school were financially and professionally challenging, and there were times I questioned myself. Ten years on, I am confident I made the right decision. This brings to mind the quote by Richard Bandler, which says, “The greatest personal limitation is to be found not in the things you want to do and can’t, but in the things you’ve never considered doing”

The third lesson is that good grades alone will not guarantee professional success. Since graduating from Legon, I have encountered several University graduates with good grades, who have not yet landed their dream jobs, or achieved success in their entrepreneurial pursuits. I have also come across others who did not do so well in University and yet, are the most successful of their graduating classes. I am not advocating that students should not take their studies seriously. The point that I am making is that while your academic pursuits may be coming to an end, there is the need for you to further develop personal qualities that will give you a competitive edge in your lives after University. And what are these qualities? Passion. A positive attitude. Dedication. Good judgment. Discipline. Humility. Honesty. And the list goes on.

In a few minutes, you will all be officially graduates of Legon's Class of 2012. Indeed, no one knows exactly what the world ahead holds for any of us. But what we have within our control, are the skills and relationships that we have developed, and how we choose to apply them. The skills that you have gained at Legon are a precious gift that will never leave you. Be rest assured that your education is yours to keep forever.

Now let me conclude by telling you a short story. A man walking along the beach noticed a woman walking several meters ahead of him. He noticed her strange behavior as she walked just along the edge of the sea where the waves crashed in. The woman would walk a few steps, bend down and pick something up, and then fling it into the ocean. She would take another step, pick something else up and fling that also into the ocean. She continued at an almost manic speed. Wondering what she could be doing, he drew closer to her and saw that she was picking up closed clams shells which she then threw back into the sea. He looked around and saw thousands of shells all along the shore line, and every wave brought more. He approached her and asked her, "Why are you bothering to keep throwing those clam shells back in the ocean? Can't you see there are so many? How could you ever hope to make a difference doing that?" She looked at him for a minute, bent over and picked up a shell and lobbed it overhand back into the waves. She turned to him and said, "It made a world of difference for that particular one."

When I was in secondary school, our assistant headmaster, at every ceremony to see off departing students, stressed the importance of us leaving the school and going on to make a difference to society. His parting words were that we leave the school as living waters to a thirsty land. At Legon, one of my favorite lecturers

always advised us not to be custodians of the status quo, but to be agents of change.

The country and the world at large need good graduates such as you to make an impact on society. I have always wished this for myself and I do the same for you. Congratulations Class of 2012!

Thank you.

**VALEDICTORY ADDRESS BY  
BARBARA AKOSUA BEMA GYASI**

Chairman of the University Council;  
Vice-Chancellor of the University of Ghana;  
Honourable Minister of Education;  
Honourable Ministers of State and Members of Parliament;  
Pro-Vice-Chancellors of the University;  
Registrar;  
Your Excellencies Members of the Diplomatic Corps;  
Provosts, Deans, Directors, Heads of Department, Senior Members & Other Staff;  
Parents and Guardians;  
Nii Mei, Naa Mei, Nananom;  
Fellow Graduands;  
Invited Guests;  
Ladies and Gentlemen:

The time has come for the University of Ghana Class of 2012 to say good-bye to their Alma Mater and I, a member of the group, have been chosen to deliver the valedictory address on behalf of the class. I feel greatly honoured, even though it was with some trepidation that I accepted to play the role.

Mr. Chairman of Council, ladies and gentlemen, it has been a long arduous journey from Matriculation to Congregation, but we have eventually arrived. We have all had to work very hard to get here, which, for us, makes this day a day to celebrate our achievement. So we glow with pride, feeling justifiably elated riding the crest of triumph.

The undergraduate experience here at the University of Ghana, with its highs and lows, has for me personally been a heady one. First experiences leave indelible imprints, so I am sure all of you do remember those early hectic days. The serpentine queues to go through admission, whole days spent to register in the halls of residences, getting lost while looking for the right lecture halls, getting sick during the first few weeks here, dashing home to see our folks and much more –these are all shared experiences. The first few weeks of acclimatization for me were “brutal”- rushing back and forth between classes not located in the same place, running up and down Legon Hall Annex B to find something to eat, or

planning what to cook for the week, dozing off in class because the flesh is weak even though the spirit is willing, running around campus with a laptop at my back and a drawing board in hand—it was all so very exhausting and I kept wondering when I was going to get used to it all.

Then the first semester ended. We went home for the break and came back to begin the second semester. Back at school, I went to check my grades only to discover to my dismay that they were nothing to write home to dad about. Was I then a bad student? No! Did I miss classes? No! So what was the problem? Was I not working hard enough? Yes! That was it! So I determined that I was going to work harder from then on, and that has made all the difference.

So it is hard work that has brought all of us graduands here today this far and it is hard work that is going to keep us going when we leave here. Nothing succeeds like hard work. Always remember this, fellow graduands. When the going gets tough, pause briefly, say a prayer to the Almighty. Then work hard and persevere.

As already noted, graduation day is basically a day to recognize and celebrate achievement, but if we who are being honoured here today have come this far, it is partly because of the support we have received along the way from many sources. This means that there are debts of gratitude to pay, so we take the opportunity to discharge them now.

First, we give thanks to God for today and everything else. Next we give thanks to our parents and guardians. We know we can never repay what we owe you. All we can do for you on this occasion is to acknowledge your presence here and invite you to share in the joy and pride we feel on this day. Ladies and gentlemen, please join me in giving a hand to parents of all graduands here and everywhere else. To all others to whom thanks are owed for this day, all others including especially our lecturers, we say thank you and may God richly bless you.

Now just a few observations about the University we are about to leave. There has been considerable improvement in the four years we have been here. We have indeed witnessed several structural developments such as the expansion of the Balme Library to improve access to information; the completion of the Faculty of Engineering Sciences building; the renovation of the existing halls of residence and completion of new structures for residential purposes. New lecture halls have been constructed to render overcrowding a thing of the past and to create a

conducive atmosphere for studies. It used to be far more difficult to get from one place to another on campus. Thankfully this problem has been somewhat mitigated by the provision of shuttles that make students lives easier. The provision of wireless connectivity around campus is also a welcome improvement to the University but while glad that this provision has been made, we would like to plead for improvement in the existing quality and coverage of wireless connectivity.

Much has been achieved, yes, but a great deal more remains to be done. One of the major problems that needs to be addressed is the high student/lecturer ratio. In large classes, it is practically impossible for lecturers to give adequate attention to students. One solution to this challenge would be to divide large classes into smaller groups for the same course. While we acknowledge that this has been implemented for some courses, a general application of the procedure would be in the interest of both students and lecturers. We appreciate all that stakeholders of the University have done to make these developments possible and ask for the continuance of the effort being made to develop this University to international standards and to achieve the University's mission which is to develop world-class human resources and capabilities to meet national development needs and global challenges through quality teaching, learning, research and knowledge dissemination.

As graduands, we are moving on to the next phase of our lives. After the completion of our programmes here in the University, I personally offer my congratulations to every graduand here. Reach over your shoulder and pat yourselves on the back. In local parlance, we would say “*Ayekoo, Yenaye be*” and “*Ayekoo, Wɔfee eko*”. The world of work is awaiting us and the skills and attitudes we have developed are our survival skills to achieve our aims. Let us not forget that people come from different places and backgrounds and must learn to live together. For the four years we have been together, this is what we have consciously or unconsciously been trying to do. Let us not forget the lessons we have had in team-work and how to lead or contribute to your team to complete a project. These collaborative skills and experiences are very important. We have learnt the importance of prioritisation, having so much on our plate yet somehow arranging them from highest priority to the lowest and getting all of them done. This is key because as we leave here, we are going to have to juggle so many things in our lives to come out on top. Let us not throw away our time-management skills when we enter the world of work.

To stress on the importance of hard work, let us meditate on what a former President of the United States of America, Theodore Roosevelt once said, “ It is not the critic who counts; not the man who points out how the strong man stumbles, or where the doer of deeds could have done them better. The credit belongs to the man who is actually in the arena, whose face is marred by dust and sweat and blood; who strives valiantly; who errs, and comes short again and again, because there is no effort without error and shortcoming; but who does actually strive to do the deeds; who knows the great enthusiasms, the great devotions; who spends himself in a worthy cause; who at the best knows in the end the triumph of high achievement, and who at the worst, if he fails, at least fails while daring greatly, so that his place shall never be with those cold and timid souls who know neither victory nor defeat”. Brilliance can only get you so far, but hard work is the ticket to your intended destination. Strive, sweat, succeed; Be the man or woman in the arena.

Remember university education has universal application. We now hold the key to endless possibilities and opportunities. Let us go out there and demonstrate with our lives that we made good use of the four years we spent in this great university. I wish you all well and hope we will use our knowledge, experience and talents to work for the advancement of humanity .The time has come for us to go out into the world. The time has now come for us to step out. As we walk out, let these words be our guide, “*exire et vincere*”, go forth and conquer.

Thank you and God bless us all.

## CLOSING REMARKS BY CHAIRMAN OF COUNCIL

The Honourable Minister of Education,  
Members of the University Council,  
Vice-Chancellor,  
Senior Members and Staff,  
Students,  
Graduates,  
Alumni,  
Invited Guests,  
Distinguished Ladies and Gentlemen,

As we end today's function, I would like to express my appreciation to all who have worked hard for the successful holding of the November 2012 congregation. All parents, guardians, families and friends who have travelled from both far and near to join the graduates in this celebration also deserve our thanks and appreciation for being with us today. To our Honourable Minister, Guest Speaker for today, all invited guests, alumni and friends of the University, we say we appreciate your presence and participation in this event. I wish you safe journey back.

To our new graduates and alumni, I congratulate you on your achievements and urge you all to be worthy ambassadors of your *alma mater*. I wish you all good success in your future endeavours.

Distinguished Guests, Ladies and Gentlemen, it is now my privilege and duty on behalf of the Chancellor of the University of Ghana to declare today's congregation dissolved.

Thank you.

