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**PROCEEDINGS OF CONGREGATION  
SATURDAY, MARCH 10, 2012**

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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                      Chancellor welcomes guests and declares Congregation  
duly constituted: His Excellency Mr. Kofi Annan
- 9.15a.m                      Vice-Chancellor's Address: Prof Ernest Aryeetey
- Interlude: University of Ghana Jubilee Choir
- Valedictory Address: Mr. Emmanuel Boavo Twum
- Address by Special Guest of Honour: Ms. Abena Amoah
- Interlude: Ghana Dance Ensemble
- Special Awards
- Conferment of degrees:**  
School of Graduate Studies  
Faculty of Arts/Faculty of Social Sciences
- 12.30 pm                      Chancellor dissolves Congregation  
University Anthem: University of Ghana Jubilee Choir
- Recession:**  
University Council  
Members of Convocation
- In Attendance:**  
Ghana Dance Ensemble  
Akuafu Hall Cadet Corps

**OPENING ADDRESS BY HIS LORDSHIP JUSTICE SAMUEL  
KOFI DATE-BAH CHAIRMAN OF COUNCIL**

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

I am happy for the opportunity to preside over this morning's congregation ceremony. I do so, on behalf of His Excellency Mr. Kofi Annan, our Chancellor, who is unavoidably unable to be present personally at this occasion. He has had to undertake a very critical and sensitive international assignment given him only a few weeks ago. As you may have learnt from the broadcasting organisations, he is currently in the Middle East in connection with his Syrian assignment. Meanwhile, I warmly welcome all present and convey to you the greetings of the Chancellor and my own personal greetings and best wishes for the occasion.

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.

I have been following with keen interest, although at a distance, events at the University of Ghana and I am aware that a number of interesting things have happened since the last congregation in November 2011. The Vice-Chancellor is the most appropriate person to provide the details of these and that is why he is required to present a report each year. I therefore invite the Vice-Chancellor to present his report to congregation.

## VICE-CHANCELLOR'S ADDRESS AT CONGREGATION

Your Excellency Mr. Kofi Annan, Chancellor of the University of Ghana;  
Your Lordship Justice Samuel Date Bah, Chairman of the University Council;  
Honourable Minister of Education,  
Honourable Ministers of State and Members of Parliament;  
Our Distinguished Guest Speaker, Ms Abena Amoah  
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;  
Niimeɪ, Naameɪ, Nananom;  
Graduating Students;  
Parents and Guardians;  
Distinguished Ladies and Gentlemen:

### **Welcome**

I would like to welcome all of you to the University of Ghana, and to today's graduation ceremony. We will be honouring and recognising the achievements of our students who, having satisfied various requirements will be awarded the degrees, diplomas and certificates due them. I take this opportunity to announce that starting from later this year, the University will hold smaller graduation ceremonies in July and November with a view to making students graduate in the same calendar year that they complete their studies. Today's ceremony is therefore the last to be held in March, and I entreat all our graduands, their families and friends, to exhibit the decorum that the occasion deserves.

I know that our graduands are anxious to have their degrees conferred on them, and to celebrate their achievements with lunches, dinners and get-togethers, so I will try to keep my address short.

### **Governance**

This University is going through a lot of introspection, intended to lead to a much better structured unit of administration. This follows the good work done by the Visitation Panel in 2007 and the various actions initiated by the University Council and Management. It is obvious that the University operates with an over-centralized structure that proves inefficient and ineffective on occasion.

This is what has led to our engaging Professor Jerome Djangmah and Mr. Miguel Ribeiro as consultants to advise on how to restructure the University of Ghana to meet the governance challenges it faces. Their report, which has been discussed by the Academic Board, is strongly in favour of adopting a collegiate system of governance. The report is still under discussion. In view of the far-reaching changes proposed, Management has invited comments and inputs from the entire community. When the discussions have been concluded, the Business and Executive Committee will prepare a White Paper to attach to the report for presentation to Council for decision.

Management has also presented to Council a new draft policy on Financial Regulations and Governance. This is intended to bring financial management at the University of Ghana in line with best practices around the world. If approved by Council, it will guide all financial transactions and management within all units of the University.

Management has also begun the process of developing a new Human Resources Policy. The intention here is to streamline the relationship between the University as an employer and all the different categories of staff. The new policy document is expected to set the standards and procedures for the assessment of staff performance, among several other things.

Your Excellencies, ladies and gentlemen, the University has appointed two new Deans: Professor John Ofosu-Anim for the School of Agriculture, and Reverend Professor Cephaz Omenyo in the Faculty of Arts. Professor Samuel Adiku has been appointed Director of the Academic Quality Assurance Unit. Gentlemen, welcome on board, and I trust that we will be able to draw on your vast experience and expertise as we move the University of Ghana forward.

The new statutes of the University came into effect in August last year, and we are working hard to keep in line with them. The Appeals Board has begun its work in earnest. So far, the Board has heard and determined a number of cases. Following the recommendation by the Visitation Panel for the creation of a unit to be responsible for the management of all Information Technology resources of the University, the University Council approved the establishment of a unit to be known as: University of Ghana Computing Systems. The UGCS is to be responsible for all ICT services and infrastructure on the University's campuses.

Dr. Samuel Somuah has been appointed Interim Chief Information Technology Officer, to provide strategic leadership for the development and management of the University of Ghana Computing Systems.

## **Academic Affairs**

### *Admissions*

Ladies and gentlemen, last year the University of Ghana took the decision to admit SHS students who completed their examinations in June, to undergraduate programmes in September. We took this decision to avoid a situation where students who spent four years in high school would have to wait for one whole year before starting their undergraduate programmes. We had a few hiccups, but by and large the experiment went well. We have decided to use the same system of admission this year, meaning that those who will write their WASSCE examinations in May/June, may apply to be considered for admission in August. We have taken into consideration the problems we encountered last year, and will try to make this year's exercise as stress-free as possible for applicants, their parents and guardians and indeed for our schedule officers as well. Teams of officials from the University have just completed a nation-wide outreach programme on admissions, which was very well patronized by potential applicants and their parents and guardians.

As a University, we will continue with this until 2013, when the last batch of four year senior high school students passes out, after which we will re-evaluate our processes and decide on the way forward. We are also thinking about the form admissions will take in 2013, when the last batch of the four year SHS students and those from the first batch of the reintroduced three year system will complete their studies and be competing for admissions to the University.

For the 2011/2012 academic year, we received 22,968 undergraduate and 4,776 postgraduate applications. Out of this number, a total of 14,395 undergraduate and 2507 post-graduate applicants, including 317 foreign students were offered admission to programmes at the University. The University continues with its affirmative action policy aimed at reducing enrolment gaps between the genders. For the 2011/2012 academic year, 42% of undergraduate admissions were female.

Additionally, out of the total figure, fifteen (15) persons with disabilities were admitted to undergraduate programmes.

### *New Structure for PhD programmes*

A new structure for PhD programmes in the University has been approved and will come into effect from the 2012/2013 academic year. The key changes to the existing structure are the admission of first degree holders into MPhil/PhD programmes; the introduction of comprehensive examinations before research work begins; the introduction of compulsory course work and the formal defense of research proposals. It is expected that these changes will make our doctoral students more analytical, ensure that they are familiar with current and relevant literature in their fields, and also ensure that our doctoral programmes conform to best practice. This is in line with international best practices and established norms in universities the world over.

The Academic Affairs Directorate has done a lot of work on improving the management of student records, and most students can now collect transcripts on the same day that they order them. A lot of work still needs to be done however, and we hope to soon achieve the goal of completely ironing out the problems that students face in the management of their records.

### *Decongestion of Halls of Residence*

Ladies and gentlemen, as you may recall, the process of decongesting halls of residence started in the first semester of this academic year.

The major features of this were that major rehabilitation work was done in the halls of residence, with a maximum of 3 students assigned to rooms in main halls and 4 students to a room in the annexes. Additionally, security in the halls of residence has been stepped up, and students were issued with new ID Cards with security features to reduce the number of unauthorised persons entering student facilities for unlawful purposes

The ‘freshers first’ policy is no longer in use, and undergraduate students at all levels of study have an opportunity to be provided with accommodation if they so wish. Students who opt to be non-resident are no longer required to pay hall attachment fees.

Halls managed by University of Ghana Enterprises Ltd. (UGEL), as well as some privately owned residential facilities now operate as halls of residence with all the services available to students in the traditional halls. The University will soon enhance the regulation of the operations of private hostel operators on the

campus to ensure that their residents have access to the same level of services that the University makes available to students.

Although we had a few challenges in getting the halls ready in time for students to move in, I am pleased to report that in spite of the startup problems, we are on course, and have been able to eliminate most of the bottlenecks. I am sure that our students can testify that they are now more comfortable and feel more secure, and that their rooms and the halls of residence in general are now more conducive and enable them to enjoy the right frame of mind for academic work. Management is aware that a few unscrupulous students have begun the bad practice of extorting money from other students in order to allow them “to perch”. I would like to remind students that it is an offence which is punishable by dismissal for both the “percher” and the “perchees”.

#### *New Programmes*

We continue to approve new and revised programmes and courses to enrich our curriculum. We have recently reviewed a number of graduate programmes in the Departments of Modern Languages and French, and the Schools of Public Health and Allied Health Sciences.

#### *New Names of Faculties/Departments*

The University Council has approved a new name for the Faculty of Social Studies: the Faculty of Social Sciences, and it is expected that the name change will align the Faculty with similar faculties in other universities around the world which use the name Social Sciences, and will better reflect the developments that have taken place in the Faculty over the past decade; with more emphasis being placed on post-graduate training and research.

Also, the name of the Department of Oceanography and Fisheries has been changed to Department of Marine and Fisheries Sciences. The designation marine sciences provides a wider coverage to include more applied aspects of the subject, and will also reflect the significant changes which have been made recently in postgraduate and undergraduate programmes in the Department.

#### *Examinations*

Ladies and gentlemen, there is indication that the incidence of examination malpractices has reduced significantly in the last year. We can attribute this to the decentralization of the responsibility for the management of examinations and the introduction of CCTV cameras in large examination halls. Over 100 cameras

were installed in different examination halls to help protect the integrity of examinations, and in the short time that they have been in place a significant drop in the number of examination malpractice cases has been noted.

There remain a number of challenges with the conduct of examinations, and we are working hard to address these to further improve upon the processes.

### **Research**

Research institutes and individual faculty members continue to attract significant grants for research in their areas of expertise and across various disciplines. Since the beginning of this academic year, the Office of Research, Innovation and Development (ORID) and individual faculty members have raised about GH¢211,738 for research activities at the University. A substantial part of these grants has gone towards capacity building and support for post-graduate research. The University has also allotted GH¢500,000 from its resources to small research grants administered by ORID. The University is working on encouraging more multidisciplinary research in order to address the development needs of the country.

### **Rankings**

Your Excellencies, ladies and gentlemen, I am pleased to announce that the University of Ghana has placed 16th on the chart of the “Top 100 Universities and Colleges in Africa” on the 4ICU web rankings for 2012. This ranking is based on the popularity and usage of universities’ websites.

In the Webometrics rankings, the University of Ghana has, over the last six years, made a significant leap from the 49th position in 2006 to 19th in 2012. These improvements in ranking can only bode well for the University, as we strive to become more visible, and to achieve a world class status. I urge all of us to continue to work hard to ensure that by next year we are able to make it into the top 10 in these and various other rankings.

### **Students’ Financial Aid**

The Students’ Financial Aid Office continues to coordinate the provision of financial assistance to students who face difficulties in meeting their educational expenses. There has been a 61% increase in funds administered by the Office from GH¢83,668.05 to GH¢137,354.00, with increases both in the University’s contribution and those of our partners. While acknowledging our regular

donors; Legon Interdenominational Church, HFC Bank Ltd, Ghana Reinsurance, Papaye Fast-foods, University of Ghana Chaplaincy Board, Fosuabaa Scholarship and University of Ghana Credit Union, Ecobank Ghana and The Trust Bank; we welcome on board new partners: Latex Foam, K.N. Owusu Foundation, Visa Group, Radio Gold and Spindles. We welcome new partners to assist us offer support to students who might otherwise not be able to complete their studies.

We are pleased to announce that more female students are applying for and therefore benefitting from the assistance provided by the Financial Aid office, and we will continue to put in place measures to reduce the stigma that has unfortunately been linked to seeking financial aid.

### **State of the University's Finances**

Ladies and gentlemen, a draft document on the Financial Governance and Regulations for the University has been developed to ensure that the University has in place sound financial management systems The document sets out the University of Ghana's policies and procedures relating to financial management, control and reporting.

The purpose of the Financial Governance and Regulations is to provide control over the totality of the University's resources and provide management and stakeholders with assurances that the resources are being properly applied for the achievement of the University's Vision and Mission.

### **Staff Development**

Ladies and gentlemen, the University of Ghana continues to attract younger faculty to replace ageing faculty members. Since the beginning of the academic year, 62 persons have joined the academic senior membership ranks. Of these, 28 already have PhDs.

In pursuing the policy of ensuring that all teaching staff obtain PhD or other terminal degrees, there are currently 150 Senior Members on study leave pursuing such degrees with varied forms of support from the University.

### **International Education Fair and Home-coming Event**

The University held an International Education Fair and 'Home Coming' Event from 14th–20th November 2011 on the theme "Making Legon a World-Class

University for Africa”. The Fair provided an opportunity for industry, employers in the public and private sectors, and the general public to see the research outputs of the various units of the University and to contribute to the development of research and teaching programmes. An international conference to discuss the future development of the University was also held as part of the home coming events.

We were honoured to have the World Bank Vice President for Africa, Madam Obiageli Ezekwesili deliver the opening address for the conference, on the theme “The Quest for Excellence in Higher Education: Making Legon A World Class University in Africa”. Madam Ezekwesili stressed the relationship between quality and relevant tertiary education on the one hand and economic growth and competitiveness on the other. She also asked governments to realize that they cannot fund tertiary education alone, hence the need to redefine and limit their role to creating an enabling environment for private sector participation in higher education.

During the Fair colleges, faculties, institutes, centres and departments exhibited their research, services and achievements, with an aim to attract industry, companies, banks, and corporate bodies to take an interest in the University. Specific exhibition days were set aside for the units where they were the main attraction on the campus. The Jobs Fair attracted a number of banks, ICT companies and others.

During the homecoming, Schlumberger a leading international oilfield services company made a donation of software worth US\$2 million to the Department of Earth Science. Various other institutions made cash pledges totaling over GH¢500,000 to different units of the University.

Ladies and gentlemen, I wish to place on record the significant efforts on the part of academic units towards the success of the various activities which formed part of the homecoming events. The level of enthusiasm was very high, and management is considering what the next steps in terms of the future of such an event should be.

### **63rd Annual New Year School and Conference**

The 63rd Annual New Year School and Conference took place on 9th–13th January, 2012. The School and Conference organized by the Institute of

Continuing and Distance Education had as its theme “One Year of Oil and Gas Production: Emerging Issues”. The keynote address was delivered by Professor Paul Collier, an internationally renowned economist and Director of the Centre for the Study of African Economics, Oxford University.

The symposia and fora held during the School and Conference on various issues related to Ghana’s recent oil find were very well attended, and were characterized by a lot of healthy debate on the topics. It is expected that policy makers will pick up on the conclusions reached by participants, and put in place legislation to enable government judiciously manage the oil revenue, and also use it to improve health, education and other social needs of Ghanaians.

The Ghana National Petroleum Corporation donated an amount of GH¢100,000 towards the organization of the School and Conference.

### **Aggrey-Fraser-Guggisberg Lectures**

Ladies and gentlemen, this week, we have had the privilege of listening to Dr. Ernesto Zedillo, Director of the Yale Centre for Globalisation Studies and former President of the Republic of Mexico as our speaker at this year’s Aggrey-Fraser-Guggisberg Memorial Lectures. Dr. Zedillo spoke to large audiences at the Great Hall on the theme “Globalization and Governance: What Does the Future Hold?” We were delighted to award Dr. Zedillo an honorary doctorate degree yesterday.

Your Excellencies, ladies and gentlemen, Management has invited expressions of interest for a number of business opportunities at the University. Under this initiative, the University hopes to partner with the private sector in the following areas:

- Development of a commercial centre to cater to the needs of the University community and others
- Completion of the sports complex
- Development of a modern hospital complex
- Development of a modern public transport system for staff and students
- Provision of dining facilities for students at the various halls of residence
- Tolling of university roads and car parks
- Development of a medical diagnostics centre

## **Physical Developments**

Work on various projects on the University's campuses is on-going, and a number of new projects have been considered and approved by the Development Committee. These include:

- A new administration annex.
- A new building for the Faculty of Social Sciences, that will provide permanent accommodation for various Departments in the Faculty, as well as office space for lecturers and researchers from other Faculties.
- A major rehabilitation of the Staff Village to arrest the deteriorating conditions there.

Work will begin soon on the construction of a teaching hospital at Legon for the College of Health Sciences. This project is being financed through an Israeli Government facility.

The University has also signed a Memorandum of Understanding with the China National Corporation for Development Cooperation for more than \$12 billion to be utilised for several projects at the new College of Health Sciences. We expect work on these projects to begin by the middle of this year.

## **65<sup>th</sup> Anniversary Celebrations**

Ladies and gentlemen, the University will celebrate its 65<sup>th</sup> anniversary in 2013, and various committees will soon be inaugurated to plan towards the various events. We warmly welcome you all to take part in the events lined up for the anniversary.

## **Graduands/Performance**

Mr. Chairman, 3810 students are graduating today at various levels. At the Bachelor's level, a total of 417 students representing 14.8 percent of the graduating class, obtained First Class Honours, 925 or 32.7 percent Second Class Upper, 1238 or 43.8 percent Second Class Lower and 232 or 8.2 percent Third Class.

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

The post-graduate graduands include 17 Doctor of Philosophy candidates.

## Well wishes to Graduands

To the ladies and gentlemen graduating today, I say congratulations. It probably has not been an easy journey, but I am sure that as you sit here today, ready to have your degrees conferred on you, you are quietly saying to yourselves that it was well worth the stress and the sleepless nights. You might not have it all smooth sailing in your new endeavours, but this is where the mark of the University of Ghana graduate should be felt. How do you strategise and solve problems to come out on top? I am hopeful that the skills and training you have acquired here will serve you well wherever you might find yourselves. I am sure all here will join me to wish you well as you go out into the great unknown to start the next phase of your lives. It is my prayer that wherever you might find yourself, you will excel, and go to the very heights of your capabilities.

To your parents and guardians, I say *ayekoo* for a job well done, and may you continue to provide guidance and support to these young ones as they venture into the world of work and further studies.

Ladies and gentlemen, I thank you for your attention.

**ADDRESS BY SPECIAL GUEST OF HONOUR,  
MS ABENA AMOAH**

Good Morning,  
Distinguished Ladies and Gentlemen.

First, I salute our Graduates. For many of you and your families, you have looked forward to this day for many, many years. Ayekoo!!

Thank you, University of Ghana, for the extraordinary honour you've given me today. Believe me, the weeks of fear and nausea I have endured at the thought of giving this speech has helped me lose weight – I'm eternally grateful.

Today is a special day for you, our Graduates, and I will not bore you with a long-winded speech – you have better things to do like take pictures with your family and friends and go off to all those graduation parties. But I wanted to share with you three lessons that have stood me in good stead the past 14 years, since my own graduation from these hallowed grounds.

The first lesson I want to share with you is Chase Value, Not Money. Many of you today are concerned about landing the ideal job. I'm sure like me, and most of my graduating class, you dream of 'plushy' jobs with multinational companies, banks and yes, oil companies, who will put you in flashy cars, big offices and send you to lots of conferences abroad – just because you brandish your degree. Truth is, we will be lucky if even 40 of the people gathered here today make this dream from the start. So what should the remaining 4,000 plus of you do? ***Do what I did 14 years ago: Think Big, Start Small and Smart.***

During a year-long strike during my days at this University, I met the Ghana Stock Exchange and fell in love. I set out to follow *a profession I loved* and I found a young company with a dynamic entrepreneur from whom I thought I could learn the most. I didn't go after the big companies, where I would have earned much, much more in the beginning.

I learnt by putting in lots of hours, 16-hour work days Monday to Saturday, and several times on Sundays too for the first five years. Several times I worked all night and into the following day because I had a deadline to meet. But it didn't

feel like work, because I was in love and when you're doing the work you're meant to do, it feels right and every day is a blessing, regardless of what you're being paid. Put in lots and lots of extra hours, and you WILL excel at the things you set out to do.

Spending so much time on my work allowed me to be thorough. A one-page letter wouldn't leave the office if a full-stop or comma was wrongly placed. My dear Graduates, are the CVs you're sending out to potential employers full of grammatical errors and punctuations wrongly placed? Think of all the wonderful text books you don't have to open again for a while, and imagine how difficult they would be to read if they were formatted like many of the CVs that I know have left the hands of some of you here. Attention to detail is everything!!

Doing what I loved, putting in twice as many work hours, and focusing on creating value for my clients and myself, not chasing money, paid off big time. By the end of my first five years, the brokerage community had elected me to serve on the Board of the Ghana Stock Exchange, ahead of many others with way more experience and making me the youngest person to serve on that Board in those days. Clients acknowledged our value approach to work and not only paid us well but referred us to others. By the end of the five years, I was able to negotiate with my company to pay me commissions, 5 to 10% of income I brought in to the company. Imagine my joy when I got my first cheque for thousands of US Dollars in commissions, I had earned it! And I had closed the gap between what my colleagues in what we consider the traditional juicy positions in banks and multinationals were earning. But I had one big advantage over many of my colleagues in the big companies, I had experienced business transactions across a wide range of industries, I had interacted with many CEOs and I did not have to go through a steep, heavily-layered organisational ladder to get there. I was ambitious and once I proved I could deliver, the company's founder, CEO and sole shareholder, stepped aside and gave me full reins to run the company, the second largest brokerage firm in the country – 5 years after my first degree, can you imagine!! Focusing on Creating Value will always lead to creating money. Value comes first!

Which brings me to the second lesson I wanted to share with you. *Integrity pays even more*. As is widely said, a good name is worth more than gold or indeed all the Jubilee Field's oil. Integrity to me means giving my word, meaning it and standing by it. It means when I told a client I would do something, I made



**Members of Convocation and invited Guests in a group picture**



**Some members of the Academic Procession at the Congregation grounds**



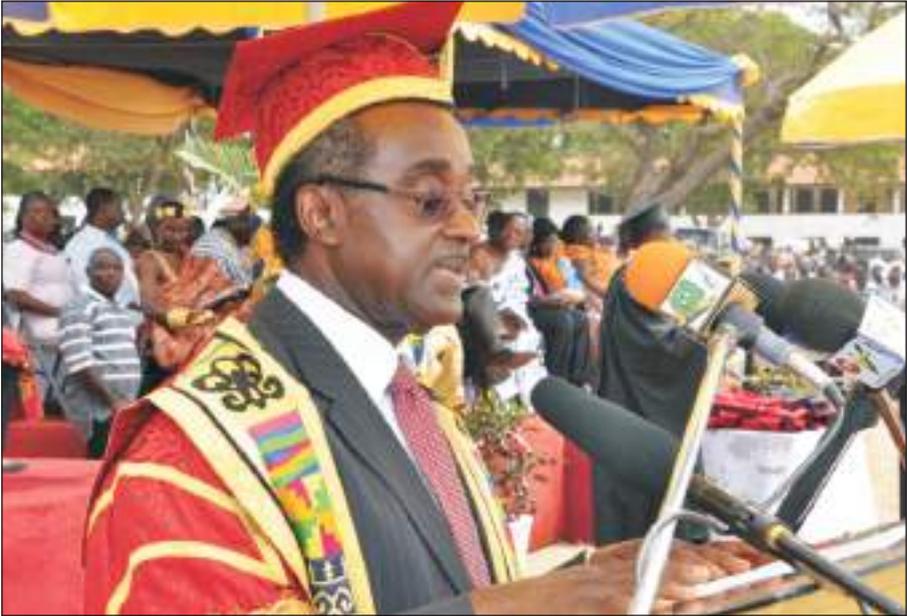
**A display by the Akufo Hall cadet corps**



**University officials and dignitaries at the Congregation**



**Special Invited guests at the Congregation**



**The Chairman of Council, Justice Samuel Kofi Date-Bah, delivering the opening address on behalf of the Chancellor**



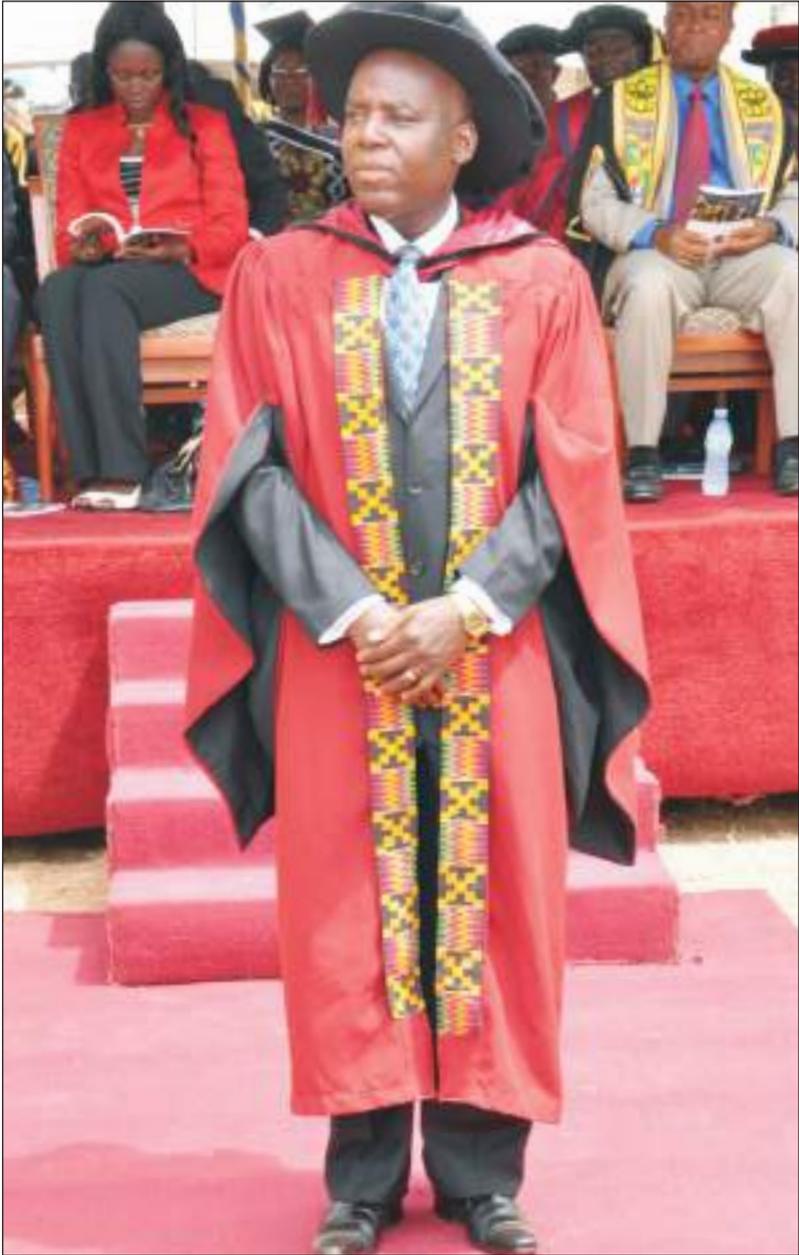
**Vice-Chancellor, Prof. Ernest Aryeetey delivering his address**



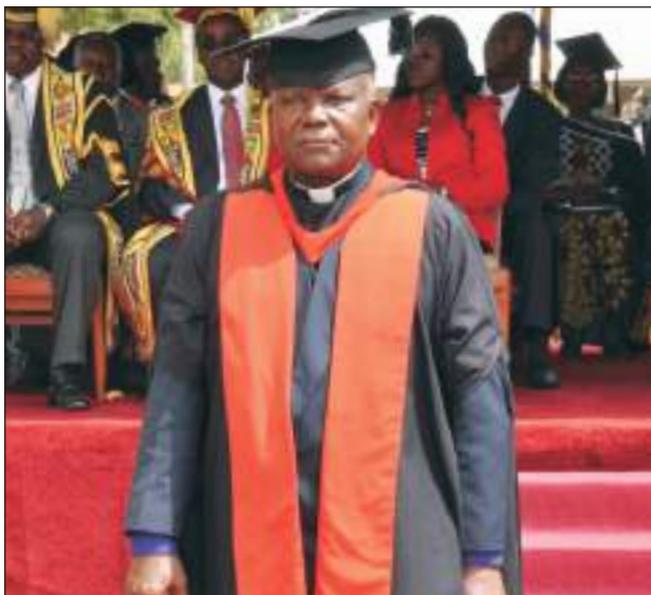
**Special Guest of Honour, Ms. Abena Amoah delivering her address**



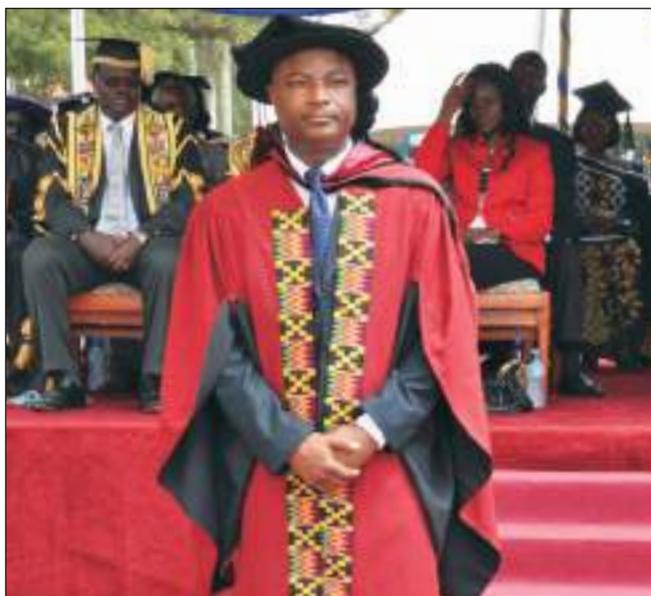
**Mr. Emmanuel Boavo Twum delivering the valedictory address**



**Professor Aaron Lante Lawson, Distinguished Award for Meritorious Service**



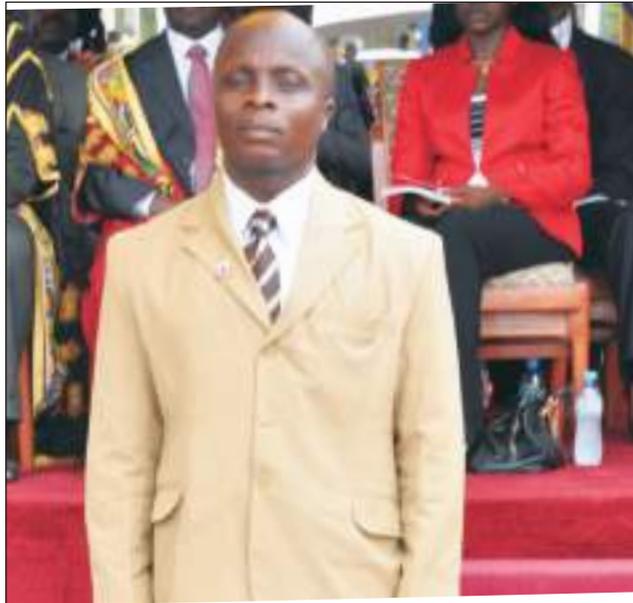
**Dr. Kofi amaning-kwarteng, Best teacher award for the sciences**



**Dr. George Akanlig-Pare, Best Teacher Award for the Humanities**



**Emmanuel Baidoo, Outstanding Administrator/professional**



**Henry Hayford Annisson, Best Worker**



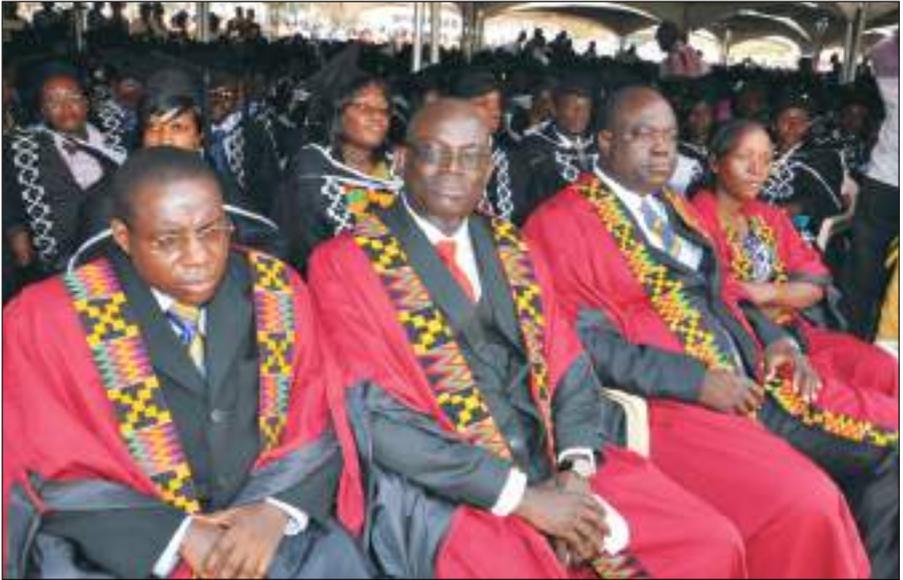
Proud moments for PhD graduands at Congregation





**Graduands receiving acknowledgement from officials**





Grauwands in pictures



sure I did it by the time I said I would – none of the 2 million excuses I could come up with not to do the work would suffice. Too many people make promises they have no intention of keeping – from the carpenter who promised to have the cupboard made by a certain date, to the seamstress who promised your dress would be ready in time for your graduation today, to the bank manager who promised your loan application would be approved in time to clear your goods from the ports, to the politician who promised the whole world! I was deeply honoured when several of my clients told me in writing that they appreciated the work I did for them and in the time I did it. And they backed up their words with additional work and referrals to other clients. I believe it is wholly thanks to this good name that I stand here before you today delivering this address, for I am not the smartest person in Ghana today.

I like winning, everyone does. But integrity to me also means not winning at any cost. Recently in my career, I lost what was a landmark transaction by every international yardstick. I lost this transaction because I wasn't ready to dance to the corrupt tune a senior official in the company was singing. It wasn't an easy decision to make. I may never again see a transaction like this. But I sleep easier at night because I know I made the right decision. Do not go out there and try to win at any cost – it will certainly catch up with you and no one will remember one good thing you've done. But a good name, and integrity, lives forever. Integrity is what I believe continues to make many prestigious public and private institutions invite me to serve on their boards.

My final lesson is *Save and Invest*. The life you're embarking on is not a race to acquire the most material things from day one. Everyone can save and invest, regardless of the level of your income. I started saving and investing when I was only receiving a National Service allowance, a paltry amount not just today but even 14 years ago. I haven't met one person who started the savings and investments habit early and has regretted that decision, their only regret is that they weren't more aggressive with their savings and investment plans. There are several expenses you can minimise or cut to increase income available for investments. A profligate lifestyle, buying unending phone credit to yap away, a new outfit and shoes for every event you attend, the chase for every latest gadget will waste away funds you could invest towards owning your own home, towards funding further education for yourself and your children. Every cedi counts. Speak to the hundreds of investment professionals and institutions around today. The time to invest is now!

In conclusion, I would like to say that I was fortunate enough to find my passion straight after Legon. Whenever it is you find your calling, let passion be the fire that drives your life's work. Let your heart take you to your dreams because I have learned that it is possible to achieve your dreams with integrity, character and love. As you walk the path you've chosen, remember that the road ahead is paved with relationships: family, friends and professional ones. Never be the smartest person in the room all of the time. Surround yourself with talented people who will offer new ideas and push you towards self-improvement. Learn to listen.

Let me leave you with one of my favourite quotes from Dr. Martin Luther King – “Not everyone can be famous. But everyone can be great, because greatness is determined by service. You don't have to have a college degree to serve.... You don't have to know about Plato and Aristotle to serve. You don't have to know Einstein's theory of relativity to serve. You only need a heart full of grace, and a soul generated by love”.

And so I say to our Graduating Class here today, Go out there and serve! Serve with dignity, Serve with hard work and integrity, and everything else shall follow. Thank you, thank you all very much. And God Bless You.

## VALEDICTORY SPEECH DELIVERED BY EMMANUEL TWUM BOAVO

Chairman of the University Council;  
Vice-Chancellor of the University of Ghana and Vice-Chancellors of sister Universities;  
Honorable Minister of Education;  
Honorable Ministers of State and Members of Parliament;  
Pro-Vice-Chancellors of this University and sister Universities;  
Registrar and Registrars of sister Universities present;  
Your Excellencies Members of the Diplomatic Corps;  
Provosts; Deans; Directors; Heads of Departments; Senior Members;  
Nii Mei; Naa Mei; Nananom;  
Fellow Graduands; Ladies and Gentlemen;  
All other protocol observed.

I am highly honored to stand before you on this august occasion to give the valedictory address which embodies a reflection of our undergraduate life, lessons we must take along as graduands and the urgency to strive for higher heights as we face the world at large. I am happy we are all assembled here this morning to officially and victoriously end the four-year adventure we undertook. Irrespective of our divergent orientations and fields of study, 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. We should all be excited because barely five years ago, the University selected us out of thousands of applicants and we have proven our worth and justified that decision this morning.

“The highest reward for man’s toil is not what he gets for it but what he becomes by it”, says John Ruskin. I recollect vividly the excitement I got upon hearing the news of my admission into the University of Ghana but was saddened by the pain and fear of parting from my family and childhood friends to go and live in a community occupied by “strangers” with different cultural backgrounds, beliefs and attitudes. For someone like me who was born and raised in the village, and who had his basic and secondary education in the village, the experience was dramatic. I guess my experience was not a unique one but common to most of us.

I am sure you all remember how these fears were intensified upon realizing that

failure of any student to meet a minimum CGPA of 1.5 at the end of level 100 would lead to withdrawal from the University. In fact, our cruise through the undergraduate journey has witnessed times of happiness, distress, disappointments, surprises, tensions and great joy, some of which have left an indelible imprint on our minds. These experiences even though sometimes unpleasant will become tools that will help us shape our future. The risk of befriending and trusting “strangers”, the pain of getting up early for a 7:30am lecture, the pain of having sleepless nights in the name of preparing to write a test, the joy of catching glimpses of important personalities who visit the University, the frustration of having a chapter of your long essay cancelled when deadlines are near, moments of having compulsory fasting because you are ‘broke’, moments of struggling to find a place in the overcrowded lecture halls, are all part of the experience we have gone through, not to forget the long period of strike embarked on by lecturers in our first semester in Level 400 which kept all of us wondering if we could really complete our first degree in Legon.

Fellow graduands, as we celebrate the culmination of an important chapter in our lives, we are also standing on the threshold of another crucial phase. However, I am fully persuaded that as far as we are concerned, the University of Ghana has achieved its mission of molding us into world-class human resources with capabilities to meet national development needs and global challenges through the quality teaching, learning, research and knowledge dissemination we have received here. It therefore behoves us to couple this ability with discipline to enable us thrive as we confront life outside campus. Remember, ‘reputation will take you there. .... but it is character that will sustain you’. Just as we endured hardships on campus let us be patient and treat every challenge and difficulty we meet on our way as an opportunity to learn.

As we step outside the frontiers of the University into the larger world, we are free to chart our own courses, and for this we have the whole world at our disposal. As was rightly said by John Updike, “you cannot help but to learn more as you take the world into your hands. Take it up reverently, for it is an old piece of clay with millions of thumbprints on it”. We therefore must not be nervous, but be ourselves, remain determined, persevere and be tactical in our dealings in order to make a significant impact on our world. The outside world may affect our environment with the age long cancer of society; the get-rich-quick mentality which is often coupled with greed and corruption, but we must be mindful that honesty and hardwork still rewards and it is this that gives a long lasting recognition and reputation.

According to John C. Maxwell “Where there is no hope in the future, there is no power in the present”. We have been empowered and equipped with the necessary skills, ideas, attitudes and theoretical orientations needed to break barriers and become pacesetters. We have been receiving from society all this while, and it is now time to give back to our society. Let us therefore go and change our world to make society a better place to live. Besides our personal goals, aspirations and desires, let us seek the interest and betterment of our community.

More importantly, as we are in an election year, we all have the responsibility of ensuring peace and security in our country even after the elections. As people who are well informed and have been trained to choose beliefs and principles through the lens of rational thoughts and logical reasoning, let us refrain from any utterances and activities that will threaten the peace and stability of our dear nation. Yes, it is true that much is expected of us, but the good news is that as products of a world class university, we are more than able to meet all expectations, and to bring paradigm shift in problems solving approaches.

Before I wind up my delivery, let me appreciate our visionary Vice-Chancellor and the entire university administration for their effort in making this great tower of learning a world class university. We have indeed witnessed tremendous structural developments such as the expansion of the Balme Library to improve access to information; renovation of existing halls of residence and completion of new structures for residential purposes, among which are the Dr Hilla Limann Hall, Elizabeth Frances Sey Hall, Alexander Adum Kwapong Hall and Jean Nelson Aka Hall, to address the accommodation problems facing students; construction of new lecture halls to render overcrowding a thing of the past and to create a conducive atmosphere for studies. Professor Aryeetey, I personally acknowledge your bold effort to decongest the halls of residence to ensure a serene environment for academic work despite strong opposition by some of us students.

While we salute the university administration, government, private organizations and all other stakeholders who have made these developments possible, we are also imploring you to continue the good work at an even faster pace. As the old adage goes “if the one pursuing you is not tired you cannot afford to take a rest”. It is in this vain that I entreat the university authorities and stakeholders to hasten steps to make wireless internet connectivity accessible in the various halls of residence and hostels. Furthermore, I plead with

government, university authorities, and all stakeholders to take proactive measures to subvert any strike actions by teaching and non-teaching staff, since the experience is very frustrating for students. Also, I would like to plead with the University to broaden considerations to applicants from less endowed schools of which I am a living testimony.

Finally, let me emphasize that the journey of life is one that nobody can go through alone. Simply put; human beings are social beings. Whatever people may accomplish, those accomplishments were achieved only through the combination of their own personal drive and motivation, and the love and support given to them by the people around them. Therefore, I give the glory to God and acknowledge all those who have significantly contributed to my life and the lives of my fellow graduands. On behalf of my colleagues, I salute the effort of all our parents and guardians, spiritual guidance counselors, lecturers, siblings, friends and all other people who have been instrumental in bringing us to where we are today.

I would like to invite all parents and guardians to be upstanding. We say God bless you all, for we could not have succeeded without you, especially in the face of the challenging and difficult moments we encountered in our four-year journey. Ladies and gentlemen, please join me to acknowledge their contribution towards this day.

Fellow graduands, I entreat you to leave here with the mindset that you are a great person yet to be recognized by the larger society, and that you are bound to succeed in all your endeavors. As a result, you must bear in mind that failure is not a defeat until you stop trying. I wish you all the best. I will keep on reading the newspapers and listening to the electronic media expecting to learn about your breakthrough story. God bless us all.

**THANKYOU**

## CLOSING REMARKS BY CHAIRMAN OF COUNCIL

Members of the University Council,  
Vice-Chancellor,  
Senior Members, Staff and 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 March congregation. All parents, guardians, families and friends of the graduates 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 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.

**C I T A T I O N**  
**D I S T I N G U I S H E D A W A R D F O R M E R I T O R I O U S S E R V I C E**

**AARON LANTE LAWSON**, Professor of Anatomy and Provost of the College of Health Sciences. After obtaining the MB. ChB degree from the University of Ghana in 1979, you pursued a PhD programme in Anatomy at the University of Leicester, England, from 1981 to 1984. You were appointed as a Lecturer in the Department of Anatomy, University of Ghana Medical School in 1985. You gained promotion to the position of Senior Lecturer in 1993, Associate Professor in 1999 and Professor in 2000.

You served as Head of the Department of Anatomy between 2001 and 2005 and as Dean of the Medical School from 2005 to 2007, and were appointed Provost of the College of Health Sciences in 2007.

Over the years you have handled undergraduate and graduate teaching at the Department of Anatomy with distinction, and have also lectured in reputable Universities the world over. You have published over 30 full length papers in reputable international journals. In recognition of your hard work you were awarded as Best Teacher for the Basic Sciences by the Medical School for six consecutive years, honoured for Outstanding Achievements in Academia by the UGMS 1979 year group, and as the Best Teacher for the Sciences, in the University in 2004.

As Provost of the College of Health Sciences, you have offered inspiring leadership to the constituent Schools and Institutes of the College, particularly for the development of the College's 2nd Strategic Plan. You have been actively involved in the development of a Master Plan for the College's projects at Legon, and have championed the development of the new School of Biomedical Sciences, the Diagnostic Centre and the Premium Hostel. You have vigorously championed international collaborations for the College and have served as the Principal Investigator for numerous projects to address infrastructural and human resource gaps in the constituent institutions of the College.

You are fully dedicated to the establishment of a Teaching Hospital on the Legon campus, to serve as a centre of excellence for quality health care delivery, research and medical education, and have played an active part in planning and

moving forward the process. As part of this, you were instrumental in obtaining Parliamentary approval for the utilization of an Israeli Loan facility for construction of the proposed 600 bed University Teaching Hospital facility at Legon.

In recognition of your outstanding leadership and distinguished service over the years, to the University of Ghana Medical School and the College of Health Sciences, the University of Ghana is proud to confer on you the distinguished award for Meritorious Service for 2011.

We salute and congratulate you.

*Ayekoo!*

**C I T A T I O N**  
**BEST TEACHER AWARD FOR THE SCIENCES, 2011**

**KOFI AMANING-KWARTENG**, Senior Lecturer, Department of Animal Science, College of Agriculture and Consumer Sciences. You began your professional development in 1971 when you enrolled in the then Faculty of Agriculture. You graduated with a Bachelor of Science degree in 1974 and received the Ghana Shell Company Award for Best Dissertation in Animal Science. In 1974, you won a postgraduate scholarship to study at the University of Ghana and went on to obtain a Master of Science degree in Animal Science in 1978, following which you were appointed as a Research Officer at the then Agricultural Research Centre, Kpong. Subsequently, you won an Australian Government postgraduate scholarship in 1981 and proceeded to the University of Sydney, Australia where you obtained your Ph.D. in Agriculture. After your return to the University of Ghana, you were transferred to the then Agricultural Research Centre, Legon in 1986 and you were promoted to the position of Senior Research Officer in 1992. In 1998, you were transferred to the Department of Animal Science and re-designated Senior Lecturer.

You have worked tirelessly to promote your subject by research and teaching, and your approach to teaching has been widely commended by students, who attest to the fact that you inspire and motivate them and take pains to ensure that the subjects you teach are well understood.

Besides your distinguished service as a teacher and researcher, you have exhibited remarkable leadership qualities as Head of the then Agricultural Research Centre, Legon and Head of Department of Animal Science. You have also demonstrated a high level of expertise and professionalism in your extension practice, both at the University and the national levels. Your most commendable innovations include the teaching of Dry Season Feeding Strategies in Ghana and the production of two well patronized feedstuffs.

In recognition of your contribution to promoting the University of Ghana as a place of learning and excellence, and your meritorious service to the University and to the nation, the University of Ghana is proud to confer on you the BEST TEACHER AWARD FOR THE SCIENCES, 2011.

We salute and congratulate you.

*Ayekoo!*

**C I T A T I O N**  
**BEST TEACHER AWARD FOR THE HUMANITIES 2011**

**GEORGE AKANLIG-PARE**, your association with the University of Ghana started in 1984, when you gained admission to undertake a Bachelor of Arts degree programme. You successfully completed the programme in 1988, graduating with a degree in Linguistics and French. You again enrolled with the University for graduate studies, and were awarded a Master of Philosophy degree in Linguistics in 1994. You joined the Department of Linguistics as a Lecturer in 1995, and were promoted to the rank of Senior Lecturer in 2003. You earned a PhD in Linguistics from the University of Ghana in 2005.

Over the years, you have played a pivotal role in the teaching of Phonetic and Phonological Theory at both the undergraduate and graduate levels. Through your research and teaching, you have contributed immensely to the study of the Gur languages and promoted literacy in your native language, Buli. You are credited with the introduction and teaching of new courses in the Department of Linguistics, notably: Language and Law and Ghanaian Sign Language; the proposal for which you single-handedly wrote. You led the discussions which culminated in the partnership between the Department of Linguistics, University of Ghana, the Kyambogo University of Uganda and the University of Central Lancashire in the United Kingdom. You were the Ghana coordinator of the project: ‘Training and Employability for Deaf communities in Ghana and Uganda’, and played a critical role in the preparation of the teaching and learning materials for the Sign Language course which you have taught since its introduction in the 2009/2010 academic year.

As the convener and main organizer of the first ever international conference on Sign Language Linguistics in a Ghanaian institution in July 2010, and through your collaborative efforts with other universities outside Ghana, you have raised the international profile of this University. You have provided students with interesting and innovative approaches to studying linguistics, which have helped make the subject more attractive. Your mastery of the subjects you teach, your delivery and elucidation, have endeared you to your students, who have described you as a passionate teacher always available for consultation. Your enthusiasm for teaching has inspired many promising young students to take up positions in research and academia.

Apart from your academic duties, you take a keen interest in your students and are always ready to advise and counsel them. You have served as a Tutor for several years, and have been the Senior Tutor of Akuafo Hall since October 2008.

In recognition of your contribution to the work of the University over the years, as instructor, researcher and innovator, the University of Ghana is proud to confer on you the BEST TEACHER AWARD FOR THE HUMANITIES, 2011.

We salute and congratulate you.

*Ayekoo!*

**C I T A T I O N**  
**OUTSTANDING ADMINISTRATOR/PROFESSIONAL AWARD,**  
**2011**

**EMMANUEL BAIDOO**, Senior Assistant Registrar, Registrar's Offices: You obtained a Bachelor of Arts degree and a Post Graduate Diploma in Archival Studies from the University of Ghana in 1993 and 1997 respectively. You joined the University as Junior Assistant Registrar in August 2000, and you were confirmed as Assistant Registrar in August 2001. You subsequently gained promotion to the position of Senior Assistant Registrar in May 2007.

Over the years, you have worked in various units of the University, including the Academic Affairs Directorate, the University of Ghana Business School, the then Faculty of Agriculture, the College of Agriculture and Consumer Sciences, and the Registrar's Office. In all of these schedules, you have contributed to ensuring the smooth administrative procedures of the University, through oversight responsibility for academic affairs, human resource development and facilities management. In all your schedules, you have shown professional excellence, team spirit, leadership, initiative, integrity and the willingness to learn. You have served on numerous Boards and Committees of the University, and have produced several reports on major policy issues affecting the University.

From June 2002 to August 2006, you were the only senior administrator working in the then Faculty of Agriculture, and in this position you handled all administrative issues in the Faculty. Between August 2009 and July 2010, you acted as College Registrar of the College of Agriculture and Consumer Sciences, for which service you have received glowing reviews. You take a special interest in mentoring younger colleagues, and developed a manual to guide the administrators who took over your schedules in the College.

Desirous of sharpening your skills in your chosen field, you pursued and successfully completed a Master of Education programme in Higher Educational Administration and Management in 2008.

You currently serve as Assistant Secretary of the Ghana Association of University Administrators, and are also a Tutor in Commonwealth Hall and a member of the University's Basic Schools Management Board.

In recognition of your dedicated service and commitment to the University over the years, the University of Ghana is proud to recognise you as the Outstanding Administrator/Professional for 2011.

We salute and congratulate you.

*Ayeko!*

**C I T A T I O N**  
**BEST WORKER AWARD, 2011**

**HENRY HAYFORD ANNISSON**, Principal Accounting Assistant, University of Ghana Business School: you started your employment in the University of Ghana as Departmental Assistant Grade III in June 1984 in the then School of Administration.

You earned promotion to the grade of Departmental Assistant Grade II in January 1989. You privately sat for and passed the General Certificate of Education Ordinary Level examinations, and were re-designated Junior Library Assistant Grade III in November 1989. You were promoted to the position of Junior Library Assistant Grade II in January, 1992.

Determined to improve even further upon your educational background, you successfully completed a diploma programme in Statistics at this University and were subsequently promoted to the grade of Administrative Assistant in 1994. You pursued a Bachelor of Science degree in Administration which you completed in 2001; which coupled with your hard work, earned you promotion to the grade of Senior Administrative Assistant in July 2001. In January 2005, you were re-designated Senior Accounting Assistant and posted to the Bursary Unit of the University of Ghana Business School. You were subsequently promoted to the grade of Principal Accounting Assistant in July 2006.

You have undertaken various short courses in your chosen field, and you successfully completed the Executive Masters of Business Administration (Finance Option) programme in May 2010.

Over the years your work has earned commendation from your supervisors, who have consistently described you as resourceful, reliable, competent, and enthusiastic about your work, and you continue to apply yourself diligently to your duties.

We recognize your passion to excel and determination to make it to the top of your chosen profession.

In recognition of your commitment and devotion to work, the University of Ghana is proud to confer on you the BEST WORKER AWARD, 2011.

We salute and congratulate you

*Aekoo!*

