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**PROCEEDINGS OF CONGREGATION
MARCH 29, 2014**

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ORDER OF PROCEEDINGS

Saturday 29th March 2014, 9.00 a.m. and 2.00 p.m.

Procession

(The Congregation is asked to stand)

National Anthem

Welcome/Declaration of Purpose:

Hon. Justice Dr. S.K. Date-Bah, Chairman of Council

Vice-Chancellor's Address: Professor Ernest Aryeetey, Vice-Chancellor

Morning Session:

Guest Speaker: Mrs. Patience Akyianu, Managing Director, Barclays Bank Ghana

Conferment of Degrees:

Presentation of graduands from University of Ghana Business School

Valedictory address: Dr. Kenneth Nana Affoh Ofori

Afternoon Session:**Guest Speaker:**

Mrs. Mercy Omari Tenkorang, Business Development Officer, Microsoft - Ghana

Conferment of Degrees:

Presentation of graduands from Institute of Continuing and Distance Education

Valedictory address: Mr. Nana Nyarko Owusu

Chairman of Council dissolves Congregation

University Anthem

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

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

Members of the University Council,
Vice-Chancellor,
Guest Speaker,
The Aggrey-Fraser-Guggisberg Memorial Lecturer for this year,
Members of Convocation,
Staff and Students,
Alumni,
Graduands,
Invited Guests,
Distinguished Ladies and Gentlemen,

I have great pleasure in welcoming you all warmly to this morning's ceremony on behalf of His Excellency Mr. Kofi Annan, Chancellor of the University. I also extend his greetings and best wishes on this important occasion to all of you gathered here. Today is a memorable one for the graduands and we share in their joy from their successful completion of their degrees. A special welcome goes to our Aggrey-Fraser-Guggisberg Memorial Lecturer for this year, Professor Rose Gana Fomban Leke, who is a graduand today: she is to receive an honorary doctorate.

Distinguished guests, ladies and gentlemen, I am delighted to declare this morning's assembly, duly constituted for the award of degrees, diplomas and certificates of the University of Ghana to successful graduands and our honorary graduand and also to receive a report from the Vice-Chancellor. Let me take this opportunity to congratulate the Vice-Chancellor on his recent re-appointment by Council to a final term as Vice-Chancellor.

As already alluded to, it is customary for the Vice-Chancellor to give us his report, at this forum, on developments taking place in the University over the last academic year. I therefore invite the Vice-Chancellor to present his report to congregation. Pray silence for the Vice-Chancellor.

**ADDRESS BY PROFESSOR ERNEST ARYEETEEY,
VICE-CHANCELLOR**

Chairman of the University Council,
Members of Council,
Pro-Vice-Chancellor (ORID),
Madam Registrar,
Your Excellencies, Members of the Diplomatic Corps,
Our Distinguished Guest Speaker,
Members of Convocation,
Niimeɪ, Naameɪ, Nananom,
Graduating Students,
Parents and Guardians,
Distinguished Ladies and Gentlemen,

Welcome

I would like to welcome you all to the University of Ghana and to this congregation ceremony. In the two sessions to be held today, students from the Distance Education programme, the School of Graduate Studies, the University of Ghana Medical and Dental Schools, and Diploma students in Social Administration and the Commonwealth Youth Programme will be graduated. After today's ceremonies, and as we move into the Collegiate System we shall have two sets of congregation events each year, to be organized at the college level.

Distinguished Ladies and Gentlemen, please let me provide you with some statistics about our graduating students.

Graduation Statistics

A total of 2,534 students are graduating today at various levels. 1,601 students from our Distance Education programme are graduating. Of these 5.62 percent obtained First Class Honours, 22.36 percent Second Class Upper, 57.59 percent Second Class Lower, and 13.37 percent Third Class. Also graduating are 21 newly qualified Dentists, 156 Medical Doctors and 156 students with Bachelor of Science in Medical Science.

I turn my attention now to reporting on the state of the University beginning with developments in our academic programmes.

Restructuring PhD Programmes

In line with our new policy on PhD, Departments, Institutes and Centres continue to work on the restructuring of their PhD programmes. The restructuring is to bring the

programmes in line with best practices around the world, and to sharpen the analytical skills of our PhD graduates. The new programme is made up of one year of course work, one year of practical research training and two years of independent research and thesis writing.

So far, four of the restructured programmes have been approved by the Business and Executive Committee, while 50 others have received provisional approval to start running. As many as 230 students have registered for and commenced their programmes of study. It is our intention to increase this number by 15 percent in the coming academic year.

As part of the PhD restructuring process, the first University of Ghana Doctoral School has been held under the theme, “Managing the Doctoral Process”. The four-day workshop was attended by 25 students undertaking various PhD programmes at the University. The Doctoral Schools have been introduced as part of the University’s efforts to improve PhD delivery. These special schools will focus on specific skills gaps and provide in-depth treatment of selected topics such as the doctoral environment; the architecture of supervision, grants, fellowships, conferences, and publishing. The schools will be held periodically, and there are plans to expand these into a Doctoral Academy in the near future, which will also be open to PhD students in other universities throughout Africa.

New Programmes

A number of new masters level programmes have been introduced since the last congregation: These are: a Master of Science programme in Extension and Livelihood Studies offered by the Department of Agricultural Extension; a sandwich Master of Arts programme in Contemporary English Studies run by the Department of English; and a Master of Arts programme in Theatre Arts to be run by the Department of Theatre Arts, School of Performing Arts.

The introduction of new graduate programmes is crucial as we move towards a 50:50 ratio between regular under-graduate and post-graduate students, and I take this opportunity to urge departments to design new programmes which are of relevance to students and also to industry.

Two undergraduate programmes have been approved in the period under review. The first of these is a Bachelor of Science programme in Dental Laboratory Sciences to be run by the School of Allied Health Sciences. Also approved to be run on a pilot basis is an Experiential Learning Course for undergraduate students, which is meant to provide undergraduate students with a learning experience that will require the application of concepts and theories learnt in the classroom to real-life situations, and that will result in positive outcomes to both the students and the communities or organizations they work with.

Students on the course will spend 20 hours over a period of 9 weeks in a community or organization, working on a project that, among other things, provides them an opportunity to apply theoretical concepts to real world situations.

Financial Aid

The Students Financial Aid Office continues to receive donations from individuals and organizations to supplement the University's efforts to provide assistance to students who face challenges in meeting their financial obligations. Ecobank Ghana Limited recently presented a cheque for GH¢30,000 to support needy and brilliant students at the University. The Women's Empowerment for Social Development in Africa (WESDA), a non-governmental Organization has donated GH¢3,032 to cover the payment of the Academic and Residential Facility User Fees, feeding, books and pocket money for a level 100 female student of the University of Ghana Business School. The donation from Ecobank is the third. We are indeed grateful to all of our donors, and we encourage other corporate bodies and individuals to donate towards this worthy cause.

UG Readers Project

The Readers Project began as part of activities towards the University's 65th Anniversary celebrations, and was intended to showcase the growth in thinking in various disciplines at Legon over the years. The Readers are expected to show how disciplines have evolved in the University over the last 65 years and the contributions of scholars in the University to this evolution.

In December last year, eight books were launched as part of the Readers Project. Another 22 manuscripts have been delivered to publishers and will be launched in May when published. It is expected that a total of 40 books will be published by the end of July this year.

Following the huge success of the Readers Project, I have proposed to launch the "Operation Top Tier" Project as an extension of the Readers project. The idea is to provide incentives to departments and other academic units to support publication in top-tier international journals. This is the surest way to boost our standing in the eyes of the world's best universities.

2014 Aggrey-Fraser-Guggisberg Memorial Lectures

This year's Aggrey-Fraser-Guggisberg Memorial Lectures were delivered by Professor Rose Gana Fomban Leke on the theme "Science and Health in Africa's Future Development". The lectures took place between March 26 and 28, 2014.

Over three days, Professor Leke , Professor of Parasitology and Immunology at the

Faculty of Medicine and Biomedical Sciences, University of Yaoundé 1 Cameroun; delivered thought provoking lectures on Eliminating Infectious Diseases: The Remaining Challenges; Immunization: A Crucial Element in the Health Battles; and Advancing Scientific Research for Health and Development in Africa.

Professor Leke, you managed to engage the audience on the challenges in eliminating infectious disease in Africa, the major role of immunization with regard to health and development, and how scientific research into health related matters has had an impact and will continue to play an important role in accelerating progress and development in Africa. We are grateful that you were able to honour our invitation to deliver the lecture series, and to share your life's work with us.

Ladies and gentlemen, in recognition of Professor Leke's contribution to improving healthcare, particularly on the African continent, and the introduction of interventions to reduce the effects of malaria around the world, the University will, as part of this event, confer on her an honorary degree.

Research, Innovation and Development

The University of Ghana has begun the process of transforming itself into a research university. What this simply means is that we will become a research-intensive university. To this end, we have identified four areas for concentration and created centres of excellence for them. These are malaria research, climate change research, food security research and poverty research. These are research areas that will require significant funding. They each require investments in human resources and research infrastructure. In the coming academic year, University of Ghana will allocate GHC 1 million from its internally generated funds to each of the four centres of excellence with a view to kick-starting their research activities.

Conference Grants

The University of Ghana conference grant facility has awarded a total of 57 conference grants with a value of GHC88,500 since May 2013. The grants are awarded to provide support to senior members to attend and present papers at various conferences.

UG Funded Research Grants

As many as 33 awards have been made to faculty members following the 7th call for proposals in the seed fund, investigator-led and large multi-disciplinary categories totalling GHC942,611. Since the 2008-2009 academic year, GHC3,200,000 has been awarded as research grants from the University's Internally Generated Funds. This is our way of showing our new commitment to research. Our ability to continue with this will depend to a very large extent on the effectiveness of new fund raising initiatives.

Capacity Building***UG Faculty Development (PhD) Grants***

A total of eight awards valued at GH¢112,000 have been given out as PhD support grants to faculty members for the 2013-2014 academic year.

Commonwealth Scholarships

The Commonwealth Scholarships Secretariat in the UK (CSCUK) requested the University to nominate candidates for consideration for its Commonwealth Scholarships and Academic Staff Fellowships tenable in the UK from the 2014/2015 academic year. 10 nominations were received from the various Colleges and Faculties and the applications of five nominees were shortlisted for onward submission to the CSCUK.

The Cambridge Africa Partnership for Research Excellence (CAPREx) Project

In September 2013, two staff members of ORID took up Research Management Fellowships at the University of Cambridge Research Operations Office for 2 weeks: this fellowship is part of activities of the CAPREx project aimed at strengthening research capacity at the University of Ghana. Currently the University of Cambridge is hosting four post-doctoral fellows of the University of Ghana as part of the programme.

DFID/CHAG Masters Dissertation Grants

The Christian Health Association of Ghana (CHAG) in collaboration with DFID provided an amount of GH¢25,000 to the University of Ghana to provide dissertation grants to masters students conducting research on topics related to mental health. The support is expected to continue for the next five years. The first batch of applicants have been interviewed and final decisions on the awardees are currently being made.

Leventis Foundation Scholarships

The College of Agriculture and Consumer Sciences (CACS), has received scholarship awards totaling GH¢40,000 from the A.G. Leventis Foundation, for post graduate students at the College. The beneficiaries are made up of 22 students pursuing MPhil programmes and 5 PhD students. The foundation has been supporting students at the University of Ghana for the past 25 years.

UG ACE Projects

The University of Ghana was selected by the World Bank to receive a total of USD16 million to enable it establish the West Africa Centre for Cell Biology of Infectious Pathogens (WACCBIP) and also to develop the West Africa Centre for Crop Improvement (WACCI) into an African Centre of Excellence for training plant breeders, seed scientists and seed technologists. WACCBIP will provide Masters, PhD and Post-doctoral level training, and conduct research focused on cell and molecular biology of

common diseases such as malaria and tuberculosis while WACCI is to be developed as a sustainable centre of excellence to train plant breeders who will develop superior climate-smart and resilient varieties of staple crops of the West African sub-region as a means of increasing productivity. The two projects are expected to be implemented over a three-year period.

University of Ghana Research Report

The maiden University of Ghana Research Report has been launched. Initiated by the Office of Research, Innovation and Development (ORID), the report catalogues research conducted by faculty members in the various academic units during the 2012/2013 academic year, and was developed to coordinate research being organized by faculty of the University. As the University moves towards becoming a research university, the next issue of the report will focus on research in the four main thematic areas: Malaria Research and Control, Food Security and Crop Improvement, Climate Change and Adaptation, and Development Policy and Poverty Monitoring and Evaluation.

Governance

Update on the Collegiate System

The University is gearing up for the full take off of the collegiate system at the start of the 2014/2015 academic year. Towards this end, interim Provosts and College Secretaries have been appointed for the Colleges of Education, Humanities and Basic and Applied Sciences.

The college officers have worked with the University's Legal Counsel to develop changes in the statutes that will allow for the creation of the colleges by law. The amended statutes have been placed before the University Council for consideration. It is expected that once the relevant changes to the statutes have been approved, positions within the colleges will be advertised and substantive officers appointed.

The interim officers have also worked on the rationalisation of academic programmes in the colleges, and it is expected that many new courses and programmes will be approved by College Academic Boards in the coming academic year.

Development of a Human Resources Policy

Chairman of Council, Distinguished Ladies and Gentlemen, after working hard to improve on documentation at the University through the use of ITS as a management software, the University of Ghana accompanied this with the development of new financial regulations and governance arrangements. We are now in the process of modernising documentation and processes for HR management. We have recently

engaged consultants to develop a new HR policy document for the University which will provide the means for performance assessment and establish the rules of engagement between employees of the University and their employer. This report should be ready later in the year.

Strategic Plan for the University

There has been extensive discussion of a draft University of Ghana strategic plan, and preparation of the plan is nearly complete. It is expected that the strategic plan will be launched at the start of the 2014-2015 academic year. The nine strategic priorities which should put the University of Ghana on the path to becoming a world class research university have been defined as:

- ***Research:*** Create a vibrant intellectual climate that stimulates relevant cutting edge research and community engagement.
- ***Teaching and Learning:*** Promote academic excellence using the highest international standards of learning, teaching, and leadership development.
- ***Internal Stakeholders:*** Provide an environment that will ensure fulfilling experiences for internal stakeholders.
- ***Gender and Diversity:*** Create the best environment for equal opportunity in gender and diversity.
- ***Institutional processes:*** Overhaul all governance arrangements to achieve greater effectiveness and efficiency.
- ***Financial Performance:*** Enhance the mobilization and management of resources of unit and central administration levels.
- ***Asset Management:*** Strengthen the management of the University's assets and facilities
- ***Monitoring and Evaluation:*** Mainstream and enforce structures and processes for system-wide monitoring and evaluation.
- ***Build stakeholder confidence in the capabilities of the University***

Mr. Chairman, Distinguished Ladies and Gentlemen; I now turn my attention to physical developments at the University of Ghana.

Physical Developments

Ongoing building projects

There are several ongoing projects at various levels of completion on our campuses.

These include the University of Ghana Teaching Hospital, the Small Animal Hospital, Phase 1 of the School of Pharmacy building, the construction of offices, conference rooms and lecture halls for the Department of Earth Science, the construction of offices and lecture halls for the Faculty of Arts, the construction of drama studios, offices and an auditorium for the School of Performing Arts, a multi-purpose Graduate Building for the University of Ghana Business School and Phase II of the Project for Developing ICT Infrastructure. The University has also recently completed work on a new crèche.

A number of academic buildings have been recently rehabilitated, and these include the buildings housing the Physics and Chemistry Departments and the Jones-Quartey Building. The re-roofing and rehabilitation of all residential facilities on the Legon campus is in progress.

Roads

Mr Chairman, Distinguished Ladies and Gentlemen; the story of Legon roads is now legendary! Work on major road construction and rehabilitation that started a year ago is now almost complete, having relied on a GH¢ 8 million bond facility issued by our bankers. Unfortunately, the aim of reducing the build-up of vehicular traffic on the campus, and thus creating a more congenial atmosphere for academic work, has suffered severe hiccups. First, the University was compelled to suspend the introduction of road user charges in response to the request from the Government of the Republic of Ghana, acting through the Ministry of Roads and Highways.

Before this, the National Security Coordinator had caused the demolition of a toll booth and security post, which were under construction on the Stadium Road without notifying management of the University.

The University has since taken measures to prevent the Legon Campus from being used as a thoroughfare, by requiring members of the general public entering the University by the Stadium Road to exit the campus by the same road. This road will remain open 24 hours a day to the general public, while all other entry points, including the one at the Link Gate on the road from Achimota and the Annie Jiagge Road Extension from Haatso, will be available only to vehicles that show a UG sticker following pre-approval.

Lessons Drawn from the Backlash on Restrictions on Legon Roads

Mr. Chairman, before I conclude my address I need to touch on what lessons we as a University community must draw from the extremely negative press we have received in the last several weeks.

The most important lesson is that the general public did not get a chance to appreciate fully our intentions and our motivations. Many analysts have attributed this to the University not making adequate effort to educate the public on its intentions and the rationale. This may have been so, and we can only intensify our public education on University activities in future. We assure the general public that we meant no harm and were only trying to protect our University in the public interest. We will continue to work in the best interests of the wider community, always mindful of what our mandate is.

We also believe that a large part of the negative publicity was fuelled by elements of the community who stood to lose some of their privileges and self-accorded entitlements to University of Ghana assets. They had become comfortable from drawing on University of Ghana resources without ever giving back. They questioned the University's "right to make money", especially from them. They questioned the legal authority of the University to leverage its assets and borrow for its operations. They questioned the authority of the University Council in all of this. Some even questioned the collective wisdom of the Council members. The more daring and less charitable ones also questioned the mental state and humaneness of the Vice Chancellor. And all because we have been trying to exercise the University's rights and responsibilities and make it a world class University.

Mr Chairman, there is no point in dwelling on the injustice that has been done us. We are willing to forgive and move on. We appreciate the fact that the University community has committed itself to "Operation Let's Take Our University Back". This is what we mean when we ask for a serene environment for teaching and learning. The Academic Board exhibited its commitment to this cause clearly at its meeting held on 20th February 2014. The Business and Executive Committee has always stood by University Management in the making of decisions and this is highly appreciated. The University Council has been indispensable in weathering the storm and provided the wisdom and guidance to deal with the recent challenges. We thank the Chairman and members of Council for this incredible show of support and for their time.

A number of individuals outside of Management took it upon themselves to save the University from being torn apart by its detractors. They volunteered their time to take the University's case to the general public. The leadership of Legon UTAG has been exceptional in articulating the University's position on road user charges, and this is highly appreciated by Management. I would like to single out Professor Nana Aba Appiah Amfo, Dr. Margaret Amoakohene, Dr. Evans Aggrey-Darko, Dr Ransford Gyampoh, Dr. William Baah-Boateng and Mr Paa Kwesi Yankey, Member of Council for commendation. I would like to express a personal 'thank you' to each one of them for coming to our aid in our time of anguish.

I trust that our alumni, members of the general public, and indeed all who have the welfare

of the University of Ghana at heart, will continue to support us as we try to ensure the safety of our staff and students, and work towards acquiring a serene atmosphere conducive to academic work. The University of Ghana is a microcosm of Ghanaian society, and I am convinced that if we, as individuals, try to make a difference and work towards improving whatever situation we find ourselves in, there will be positive change in our dear nation.

As I begin a second term in my position as Vice Chancellor, I would like to assure the Government of Ghana of my unblemished loyalty and of my commitment to lead the transformation of this University into one that the Government can be proud of. The road to becoming a world class university is a very difficult one and all stakeholders must brace themselves for difficult choices and actions from time to time.

Well Wishes to Graduands

Now, to our graduating students: You have all worked extremely hard to get to this day, and I join your lecturers, your friends and family to sincerely congratulate you on your achievements. We wish you well in all of your endeavours, and trust that you leave this University well equipped to handle whatever situation you might find yourselves in. I urge you to strive to do what is right, and stick to your convictions. Surround yourselves with people who believe in you, but who are willing and able to critique you, your work and actions. The road might not be easy, but with these traits, you are well on the road to success.

Once more, accept our congratulations. I thank you for your attention.

**GUEST SPEAKER'S ADDRESS DELIVERED BY MRS. PATIENCE
AKYIANU, MANAGING DIRECTOR, BARCLAYS BANK GHANA**

The Chairman of the University Council,
The Vice-Chancellor,
The Pro-Vice Chancellors,
The Registrar,
Deans and Members of faculty,
Proud parents/guardians, and
Above all graduates,

Good morning and thank you for honoring me with the invitation to be guest speaker at the morning session of the March 2014 congregation of the University of Ghana.

Today's ceremony brings back a great deal of nostalgia as I recall my own graduation ceremony some 21 years ago from this noble university.

I am grateful for the opportunity to be giving back to young people from the institution that has contributed so significantly to who I am today.

Delivering a commencement address is a great responsibility, so when Prof. Aryeetey called me to ask me whether I would accept this invitation, I retreated in fear, muttering something about the notice being too short. However, as I cast my mind back 21 years ago on my own graduation ceremony, I realized I could neither remember who the guest speaker was nor a word they said that day. All the anxiety I felt at the thought of speaking today disappeared completely.

The discovery that you might not remember what I say today, whilst listening to me should actually cause you to be pensive. What this means is, how you turn out twenty years from now may not have as much to do with what I say today as it will on the decisions and choices you make from now onwards.

Your choices should be guided by what is important to you in life. Each choice you make comes with a price and the more willing you are to pay the price the better your chances of success. But don't worry about making mistakes because it's ok to make some mistakes, provided you learn from these. I urge you to remain focused on what you establish as the important things in life.

So here is one last exam question before you walk out through these gates into what is normally referred to as real life. What is important to you in life? And true to the way questions are answered these days, let me provide you with some multiple choices - Is it money, success, a good marriage, children or being a good parent, a great career or public service?



Members of Convocation in a group photograph with the Guest Speaker for the morning session and Members of Council



A section of the Academic procession



Justice Samuel K. Date-Bah delivering the Welcome Address



Professor Ernest Aryeetey, Vice-Chancellor, addressing the gathering



Mrs. Patience Akyianu, Guest Speaker (Morning session)



Mrs. Mercy Omari Tenkorang, Guest Speaker (Afternoon session)



Dr. Kenneth Nana Affoh Ofori (Morning session)



Mr. Nana Nyarko Owusu (Afternoon session)



Above: PhD graduands being congratulated
Below: Graduands being congratulated by Officials and Dignitaries





Award winners receiving their awards





Graduands seated at Congregation





Members of the Ghana Dance Ensemble ushering in officials to the grounds



Some parents and guardians at the ceremony

I am afraid no one should answer this question for you. Ultimately you have to decide for yourself what the answer is; for this is what will give you the courage or fortitude to pursue your dreams.

By choosing to graduate from this great university, you have already made a good choice. You can step out there in confidence, knowing that you have attended one of the best tertiary institutions this country has to offer.

In spite of the criticisms leveled against Universities in Ghana, let me assure you this university remains a reputable one and so you can hold your head up high when you leave here. I myself am completely homegrown, having obtained both my first and second degrees from the Business School of the University of Ghana and as you can see, I have not done badly at all. Graduating from this university is therefore an achievement worth celebrating and you deserve the pride you must be feeling today. Well done on fighting a good fight and coming out victorious.

In the next few minutes I will share three useful lessons I have learnt over the past years since I left this university and I hope I can impact your lives positively with these.

Let me shock you by first stating this: It does not matter what course you pursued or what degree you are graduating with. Your intelligence and the education you have acquired here give you a head start, but don't be held hostage by the course you got the opportunity to pursue whilst here or did not get the opportunity to pursue.

Your success depends on how diligently you build on the education you have obtained by adding on the required skills, competencies and relevant experience employers look out for in the best job candidates.

My predecessor (i.e. the former MD of Barclays Bank Ghana) studied Land Economy as a first degree from the Kwame Nkrumah University of Science and Technology and I obtained a BSc degree in Administration from the Business School in this University and we both became Managing Directors. So clearly, you don't have to study a particular course to get to the top of the corporate ladder.

There are five things I would like you to consider if you want to thrive in the corporate environment: The things you should rather be concerned about are:

1. First, set clear goals for yourselves - ranging from short to long-term and identify the skills required to achieve them. These could be a professional qualification or further professional certification if you already have a professional qualification, relevant work experience, acquiring very good oral or written communication skills which are extremely important in leadership roles.

2. Secondly, pursue excellence and be known for the quality of your work. If you do this consistently, this will provide you with the track record needed for you to be considered for higher roles in life.
3. Set yourself apart by demonstrating personal traits like consistency, integrity, passion, tenacity, ambition, assertiveness and creativity. These attributes will distinguish you from the rest of the pack.
4. Allow feedback to shape you into a better person.
5. Finally on this point you will need to learn how to work well with people and get the best out of them.

The second lesson I like to share with you is, your dream can either be realized or be short-lived. It all depends on whether you meet the right people or not. In other words no one becomes successful without help from other people.

As a married woman I am very much aware that without the support of my husband I would not be where I am today. My husband is a lawyer, a professional in his own right but he is my greatest fan and encourages me a lot. You need a spouse who believes in your ability and potential and is willing to make the compromises required for you to achieve your dreams. So my young friends, finding the right marriage partner will be one of the most important decisions you make after today. Choose well.

You will also need people to coach, mentor, and open doors for you by helping you with the right networks and providing you with leads about opportunities that come up.

Finally, but most importantly always remember that nothing significant is achieved without the help of God. Let me tell you something. In spite of all the sacrifice and hard work which has gone into my becoming what I am today; there is a lot in my life which can only be attributed to the grace and favor of God.

My young friends, life can be difficult and sometimes complicated and beyond anyone's control. The humility to know this should push you to God. As a good friend of mine always says, a lot of kneeling (to pray) will stand you in good stead.

It is those who look to God who are radiant and whose faces are never covered in shame, according to the bible. It is also those who know their God who are strong and able to do exploits. I therefore encourage you to get closer to God as you go into the world.

In conclusion, it is wonderful that you have acquired a good education and it will be even better if you add on skills required to succeed in life and also cultivate relationships

and support structures that must be in place for you to have a smooth sailing career; but Unless the Lord builds the house, they labor in vain who build it.

I pray that God will help you to become all you dream of becoming as you depart from the four corners of this University. Once again hearty congratulations to you and God bless you.

Thank you.

**GUEST SPEAKER'S ADDRESS DELIVERED BY
MRS. MERCY OMARI TENKORANG, BUSINESS DEVELOPMENT
MANAGER, MICROSOFT-GHANA**

The Chairman of the University Council,
The Vice-Chancellor of the University of Ghana,
The Pro-Vice Chancellor,
The Council Members,
The Registrar,
Members of Convocation,
Staff of the University,
Distinguished Parents,
Family Members and Friends of the graduating students,
Ladies and Gentlemen,

Thank you for giving me the opportunity to address this august gathering. I'm truly humbled and privileged.

I join hands today with the Graduands to thank their mothers and their fathers, their guardians and sponsors, I say thank you mum, thank you dad for loving and nurturing me for standing with me and sponsoring me up to this point in my education. There were times raising the funds towards the school fees were not easy but you never gave up and together with the Graduands again I say thank you and I appreciate you. To the faculty and staff of the University through whose effort and commitments this day has become possible, I have deep respect for you. Knowing and appreciating what tradeoffs you have made by making this professional choice to teach in this great University and to develop the next generation of professionals for our dear nation. I salute you and I thank you.

To the Graduating class of 2013, I say Ayekoo, congratulations and a very well done for achieving this important milestone in your lives. The journey up to this point has not been easy. There were times you were probably tempted to throw in the towel but you soldiered on and today we celebrate you. Congratulations and very well done indeed.

In the face of significant challenges, limited state resources and the need to provide equitable access for the growing number of individuals who are seeking education at the tertiary levels, the Institute for Continuing and Distance Education has embarked on various initiatives. One of which I believe is in the use of I.C.T. in the delivery of its tuition, breaking down the walls of the traditional classrooms. Individuals who due to

limited physical space, who would have missed from enrolling in this institution, will now get the opportunity to do so.

Dear students, it is these same kinds of creativity that you would need to employ as you embark on your next steps. None of us are foreign to the challenges facing our nation and the average Ghanaian. Limited job opportunities and an explosion in the number of university graduates who are in between jobs, are some of the issues you would have to contend with. But in view of these factors, our nation offers one of the most exciting prospects in Africa currently and well into the future. Ghana, we see is one of the ten fastest growing economies in the world. We also outrun most peers in most HDI measures when we look at our income, education and health. We have a diverse economy with multiple growth drivers, agriculture, commodities, manufacturing and services being a few. Recent addition of commercially viable oil and gas reserves points to the significant upside potential for the sector in the coming years.

The flipside of every challenge is an opportunity to innovate. The real opportunities are here and Ghana needs the energy and vitality of its educated youth to drive this innovation, fresh thinking and paradigm shifts. We need to broaden our entrepreneurial base, we need to move from the culture of looking for a job to a creator of jobs. We need to plug into the productive sectors of Ghana. So, therefore, I encourage you to be an entrepreneur, be bold and take calculated risks based on proven facts and information.

I am reminded of a story of a gentleman called R.U. Darby. R.U. Darby had an uncle who during the gold rush days, decided that he would go West to dig and grow rich. So he went ahead bought a piece of land, got hold of some pickaxes and shovels and decided to dig hard to uncover some gold. After weeks of labour, he was rewarded by the discovery of this shining ore. By then he saw that for him to be able to move faster, he needed to employ some machinery so that he could be able to dig out as many quantities as the market would demand.

So he decided to go back home to Maryland at that time where he lived, to gather a couple of the relatives and neighbours, shared what he had discovered with them and together they put up some money to buy the needed machinery. After they shipped the machinery to the site, Darby and the Uncle went back to the mine to start the explorative activities. The first ore was mined again and shipped. The return looked so glorious to Darby and the Uncle.

A few more cars, they say, full of ores will clear all our debts but then something happened.

The vein of gold all of a sudden disappeared. They had come to the end of the rainbow and the pot of gold was no longer there. They drilled on desperately trying to pick up the vein again but all to no avail. Finally they decided to quit. They sold the machinery to a junk man for a few hundred dollars, parked their belongings and took the train back to their homes. Most of the money that was put up in acquiring this machinery that they needed was procured through the efforts of Darby so he needed to find a way to pay back the loans that they had taken.

But then this junk man although a lot of things had gone on well for him decided to call on a Mining Engineer to take a look and do a bit of calculations on this property that he had acquired. To his surprise the engineer advised that the project had failed because the owners were not familiar with the terrain. His calculation showed that the vein would have been found just three feet from where the Darby's had stop drilling. This is exactly where they managed to find the gold. Long story short, the junk man took millions of dollars from the mines because he knew enough to seek expert counsel before giving up. Long after this Mr. Darby went into the business of selling life insurance. Although he lost he a huge fortune, he profited by the experience in his chosen work by the simple method of saying to himself, "I stopped three feet from gold but I will never stop because men say no when I ask them to buy insurance". Today Mr. Darby is one of the most successful men in America.

One of the most common causes of failure is the habit of quitting when one is overtaken by temporary defeat. In your quest to innovate there will be seemingly insurmountable challenges. When the times are tough, remember you are only three feet away from your gold, whatever it may be. One Olympic gold medalist once said, "The real contest is always between what you've done and you are capable of doing."

On our track to success, we have to find a tendency to look at others and see how far they have come but the only thing that really counts is how we use the potential we possess and run our race to the best of our abilities. So after you have identified the needs that you want to provide the services for, start small but do it better. Most Ghanaians at times buy foreign products as opposed to locally made equivalent not necessarily because the foreign ones are cheaper but because they are of a better quality. Apply your education and exposure to packaging the services and products so that we will be able to enjoy them in this country.

Never stop learning. An anonymous quote goes like this, "learning is like going up stream, you either advance or you lose it all." Never stop acquiring knowledge about your trade,

the market in which you find yourself and even in the country that you live. Recently I got to the opportunity to visit China on an educational programme. One of the things that amazed me was how studious the Chinese were. You would find business owner's, CEO's and MD's whose business annual turnovers are in billions of dollars, yet they keep going back to the classroom to learn about new market trends, new ways that they can serve people better and also to innovate on their products and services. These people want to remain fresh; they want to be on the cutting edge. So although you are graduating today, I encourage you that this should not be the end of your learning. There is a level of curiosity that is necessary to make you thrive and make the right impact at a job interview or to be an employer yourself. Employers are not looking for just knowledge but also positive attitudes in order to drive practical solutions in the business space. This requires from you a certain level of mastery, smart thinking at your feet, add high level of motivation and integrity. Continue to create value, maintain a reasonable level of curiosity and do everything with the touch of excellence.

One important ally that you would need on your next steps is Time. This century has seen as an explosion of different types, designs and makes of clocks and watches but there is just not enough time. If there's one thing that helps show the democratic nature of our creator, it is time. No matter our race, our colour, our creed, our gender or our size, we all have 24 hours in a day, yet some people are able to pack a lot of more activities in their days than others. One Psalmist said, "Teach us to number our days that we may apply our heart unto wisdom". We need to set the right priorities for our lives, living each day like it's our last but do not put off until tomorrow what you can do today. Be a good steward of time and time will be your greatest ally.

So to our proud Graduands, to tomorrows business owners, to the future politicians, to the future policy makers and the future president of our nation, I say, Ayekoo to you. I pray that the Lord blesses you and keeps you, that he may enable you live each day like it's your last, but learn like you would live forever. Eleanor Powell once said, "What we are is God's gift to us but what we become, is our gift to God." Therefore I encourage you that if you want to be somebody, somebody really special all you have to be is yourself.

Thank You for your time and God bless you.

VALEDICTORY SPEECH BY DR. KENNETH NANA AFFOH OFORI

Chairman of University Council,
Honourable Minister of Education,
Honourable Ministers of State and Members of Parliament,
Vice-Chancellor,
Pro Vice-Chancellors,
Members of University Council and Members of Convocation,
Niimeɪ, Naameɪ, Nananom,
Graduating Students,
Parents and Guardians,
Distinguished Ladies and Gentlemen,

I am highly elated to be given the opportunity to give the parting speech at this august ceremony.

August 7 2008, the names of a group of enthusiastic and very delighted students were published on the University of Ghana Medical and Dental Schools' notice boards as the admission list of the dental and medical schools, for the 2008/2009 academic year. A year before then, we were doing Biological Sciences. It used to be said during biological sciences days that one just had to work hard to get to medical school and the rest was smooth sailing. How fallacious that turned out to be!

As to how the anatomy department could turn an orientation day into a formal lecture on the brachial plexus, I wonder. With the benefit of hindsight, I think that was the writing on the wall, that on that side of the Korle Lagoon, it was all business. It was on such a note that academic work started.

As the tempo of academic activities picked up, it became increasingly difficult to keep up. An hour long Gross Anatomy lecture could equal 30 pages in the Keith Moore. In Histology, the proverbial 'eye of faith' was needed to appreciate some structures under the microscope. Then there was a goblin of a course- BIOC 202- Intermediary Metabolism. Results of assessments in this course not infrequently wet more eyes than could be imagined, threatening referrals so much so that a great deal of work needed to be done just to banish the frustrations of failure. We cannot ever forget the highly Schematic Signal Transduction lectures. Even the title of the topic was befuddling; a Physiology topic called 'Medical Biochemistry'. The professor once remarked, "If those of you awake are struggling to understand, I wonder about those of you sleeping", to underscore how Augean it was to master some of the topic's concepts.

In third year, Pathology took over the mantle from Biochemistry as the most intimidating subject of the pre-clinical years. The host of interim assessments needed to be written in 3rd year was such that on meeting an MB3 student, one could simply wish him/her good luck. Invariably, an IA was impending. But with hard work, zeal, support and prayers of self, family and friends the challenges of preclinical years were overcome.

Then we started the clinical years. We were joined by the 1st batch of students from the Graduate Entry Medical Program. They had separately done their preclinical years. They fitted in seamlessly, and together, we formed a happy amalgam. The wards were avenues for learning, fun (if you were not the one on the spot), display of one's wealth of knowledge and sometimes one's unfortunate repertoire of ignorance. The dreaded question: "whose patient is this", caused hearts to skip some beats, whether the patient had been clerked or not. In future, when we become experts and teachers in our various fields, let us never treat younger generations with disdain just because they do not know as much as we do. Once upon a time we were equally ignorant, if not worse.

It is impossible to reminisce time spent in medical school and not talk about O&G log books and community health project work. The pressure of combining reading, going for lectures and tutorials and clerking patients with filling O&G log books and meeting its many requirements, was immense. Even the people who hitherto were submitting assignments eons before deadlines, started embracing the eleventh hour concept. And just like the community health project work, there soon was an established come what may; we will get the job done spirit. I have no smidgen of doubt, that with this spirit coupled with promptitude, we will discharge all our future duties excellently. And for our colleagues from the dental school, I wonder how you could finish satisfying all your numerous requirements and still make time to prepare for your exams.

There was a remarkable sense of unity and fellow feeling as we prepared for our final exams. Let us endeavour to keep that spirit and the bonds we have formed over the years alive and strong. Our thoughts and prayers are with our colleagues we started the journey with but could not be here today because of one temporary setback or the other. We await them anxiously, as they join the fold, to make complete our joy.

It is true, success is not achieved on a silver platter, but it takes God's grace to enjoy the fruits of one's labour. We thank Him for His tremendous love and care.

Behind an able person there are always other able people. We are immensely grateful to our teachers for their commitment to ensuring that someday we would be astute Physicians.

One of the greatest blessings in life is that of having a wonderful family. The love, care, support, sacrifices and prayers of our families are what largely have fueled the journey from August 2008. We are very grateful, and we promise, that today is going to be just an episode in the making you proud series.

With tapestry akin to the Bonwire kente man's, we believe the medical school experience has woven us well to surmount life's challenges. Today, we feel ready to begin soaring to the acme of our careers. This should be our collective aspiration: that it would be said someday, that, the scientists who made that groundbreaking research, the surgeons who performed that breakthrough procedure, that illustrious head of department, the doctor who positively impacted on the lives of many, that business magnate and the venerated statesman were all members of the UGMS and UGDS class of 2013.

As we part, it is my hope, that we strive amain to make service to mankind, devotion to studies and pursuit of excellence, the guiding principles of our lives. I would like to end with a quote from Aristotle: "Excellence is an art won by training and habituation. We do not act rightly because we have virtue or excellence, but we rather have those because we have acted rightly. We are what we repeatedly do. Excellence, then, is not an act but a habit". It is my fervent hope that someday, we will be described as the class of excellence.

VALEDICTORY SPEECH DELIVERED BY NANA NYARKO OWUSU

Chairman and Members of the University Council,
The Vice-Chancellor,
Pro-Vice Chancellor,
The Director and the Deputy Director (ICDE),
The Registrar,
Guest of Honour,
Invited Guests,
Fellow Graduands,
Parents,
Distinguished Ladies and Gentlemen,

It is a privilege to stand before this august house to deliver my speech as the valedictorian of my year. It is not in any way my doing, but by God's favour and grace and a modicum of hardwork and perseverance. Three weeks ago, I happen to talk to a friend about the word valedictory. After our conversation, he asked if I was going to read one and I replied "No!" His response to what I said was "I'd have been surprised if you were going to read one" I wasn't perturbed though. I'm sure most of you here would have said the same if you were my Senior High School mate in Opoku Ware. This scenario shows how far God has brought me through the Institute of Continuing and Distance Education and for that matter, the University of Ghana.

Graduation is one of those quandaries in our lives when we are torn between the joy of our memories and the excitement of our future. We have been anxiously anticipating the arrival of this day for so long.

In the year 2009, I had lost hope of entry into a tertiary institution because my aggregate from the WASSSCE couldn't meet the strong cut-off points required for the regular admissions. I knew little, in fact nothing at all about the University of Ghana Distance Education Programme so I concluded I was doomed never to acquire a university education. God through the University of Ghana offered me a golden opportunity through the Distance Education Programme. I accepted the offer without delay. I grabbed hold of it just as a drowning man will clutch at a straw.

Initially, there was the inferiority complex syndrome. Most of us felt that our mates on main campus, enrolled on the regular programmes were better off than we were. However, I decided to prove a point; to tell the whole world that it didn't matter where you found yourself. What mattered most was how you impacted that corner!

I found my first year very challenging. I had been working full-time since I completed secondary school and now had to combine studies with work. However, with

encouragement from my seniors, my friends and my own determination to make a mark, I braced myself for the task. Now I can confidently attest that Distance education, is undoubtedly one of the best means of study in this university. It affords one the opportunity to mature faster intellectually and develop independent study competencies whilst gaining employment experience simultaneously, which is highly sought after these days in the very competitive job market.

The programme indeed has facilitated the fulfillment of our dreams for a better working life armed with the requisite knowledge, skill and qualification through higher learning.

I need to mention that these merits came with some serious challenges however. These include untimely release of results, late presentation of modules as well as issues with hiring of dedicated and conscientious tutors.

Mr. Chairman, ladies and gentlemen, we entered the confines of this university four years ago as unwritten books eager to fill the pages. As the months went by, the rigors of the programme taught us the lesson of not allowing external circumstances define what we should become. Today, we sit here with some parts of these blank pages filled. Our books would be completed on our own terms; the decisions we took and the friends we sit with today became part of our family and are undoubtedly some of the main characters in our book of life. Whether this book will make us the hero or villain has always been and will still be our individual choice.

Over the past four years, our experiences have been both pleasant and unpleasant and have left indelible imprints on our memories. Memories of how we queue at the bush canteen or the night market whenever we report to campus for revision and examinations to have something to eat; usually asking the vendors to “adore” our food as it were, because the food served was small. Memories of how people rush in late into exam halls, all wet and confused, looking for their seats to write their exam, you can imagine that. Memories of how we had to stay up late to study, at the mercies of mosquitoes. The memories of our departed friends who began this journey with us but are no more will also remain with us. May they rest in peace until the day of resurrection when we shall see them again (Acts 24:15).

We indeed embarked on a journey that was daunting but worthwhile. Fellow graduands, we have fought a good fight, we have persevered and with determination, we have won the race. I say a special congratulations to the graduands who were student fathers and the mothers (the sweet sixteens) especially, those who had to come to campus either pregnant or with their newly-born babies for revision and examinations. You deserve every moment of this day. Kudos to you!

Mr. Chairman, ladies and gentlemen, the successes we clocked and the honours we receive

today, we owe them to the efforts and sacrifices of some individuals who went every length to see us through in the achievement of this feat.

I would first express our profound gratitude to the Supreme Being Jehovah, who gave us understanding through grace and favour and who, in his infinite mercies has given us life to see this day. I wish to express my heart-felt thanks to all parents and family members for their unflinching support. You have been our spiritual fortress and backbone. I'd like to say a special thank you to my parents and siblings and especially, to my uncle; Emmanuel Damson who came to my aid anytime the situation was tough.

To all our friends, who helped us with explanations, pieces of advice and especially food, I say God bless you. To my friends turned brothers; Isaac Asare, Sampson Opoku-Agyemang and Godsway Lavoe, you contributed immensely to who I am today and I'm very grateful. I couldn't have made it this far without you.

We are grateful to our tutors, lecturers and the managers of the Distance Education Programme for your contributions towards a successful four year study. We hope that as a world class university, the implementation of the long awaited E-Learning Platform of the Chinese ICT Phase II Project will be expedited to enhance the delivery of the Distance Education Programme to meet international standards, attract international students and also make it easier for our successors to go through a more stress-free school life.

Fellow graduands, the certificates that we receive today represent success and achievement but we must remember more, the journey that lies before this achievement. They are passports to impact positively on the world, most especially our motherland Ghana. The university has lit in us a tremendous fire, a passion for life and a desire to make the world in which we live better.

We are now set to begin the next chapter of our book. We need to leave positive trails wherever we find ourselves, to prove to the world that we are products of Ghana's premier university. Let's go out there and do what we enjoy doing best. The reward of hardwork is fulfilling and we believe our book is destined to be a bestseller.

So, class of 2013, you and I are responsible for the future generation. Be vigilant. We can and will accomplish anything. Let us proceed with integrity, a disciplined attitude and the right mental acumen in all our endeavours.

Class of 2013, I say ayekoo and God bless us all.

**CLOSING REMARKS BY CHAIRMAN OF COUNCIL
HON. JUSTICE DR. S. K. DATE-BAH**

Members of the University Council,
Vice-Chancellor,
Guest Speaker,
The Aggrey-Fraser-Guggisberg Memorial Lecturer for this year,
Members of Convocation,
Staff and Students,
Alumni,
Graduates,
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 to ensure a successful congregation ceremony. To all those who played various roles in the planning and organisation of this event to ensure its success I say thank you.

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 a 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 call upon you constantly to remember the University's motto of: *Integri procedamus*. (Or, let's make progress with integrity.) I wish you all good success in your future endeavours.

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

Thank you.

