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COLLEGE OF HUMANITIES
UNDERGRADUATE PROGRAMMES
PROCEEDINGS OF CONGREGATION
NOVEMBER 13th & 14th, 2015

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ORDER OF PROCEEDINGS

Friday, 13th November, 2015, 2.00 p.m.

Afternoon Section

Procession

(The Congregation is asked to stand)

National Anthem

Welcome/Declaration of Purpose:

Prof. John Hyde, Member, University Council

Vice-Chancellor's Address: Prof. Ernest Aryeetey, Vice-Chancellor

Guest Speaker: Mr. Ernest Darko Akore, Lead Consultant,
Lokko, Engmann and Associates

Conferment of Degrees: Presentation of graduands

- LLM
- Bachelor of Arts

Valedictory address: Ms. Ama Kissiwaa Ampadu-Kisi

Chairman of Council dissolves Congregation

University Anthem

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

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Saturday, 14th November, 2015, 2.00 p.m.

Afternoon Section:

Procession

(The Congregation is asked to stand)

National Anthem

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Prof. John Hyde, Member, University Council

Vice-Chancellor's Address: Prof. Ernest Aryeetey, Vice-Chancellor

Guest Speaker: Dr. Henry Kerali, World Bank Country Director

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Valedictory address: Ms. Wendy Amoako Kwakye

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OPENING ADDRESS DELIVERED BY MR. JOHN HYDE, MEMBER OF THE UNIVERSITY COUNCIL

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

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

The congregation ceremonies that have been scheduled for this weekend are significant in two ways. First, this will be the second set of congregation ceremonies for the 2014/2015 cohort of students. The first set was in July 2015. This 2014/2015 cohort is the first to be graduated, since the University of Ghana adopted the Collegiate System of governance. It will also be the first time the ceremonies are being held concurrently at different locations. This afternoon, two separate ceremonies were held at the same time in the Great Hall and in the R.S. Amegashie Auditorium at the University of Ghana Business School. I congratulate the University administration for pulling this off successfully.

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

Distinguished Guests, Ladies and Gentlemen, I am delighted to declare this afternoon'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. It is customary for the Vice-Chancellor to give us his report at this forum on developments that have taken place at the University over the last academic year. I therefore invite the Vice-Chancellor to present his report to Congregation.

Thank you.

VICE-CHANCELLOR'S ADDRESS AT CONGREGATION: COLLEGE OF EDUCATION

Prof. John Hyde, Acting Chairman of the University Council,
Members of University Council,
Pro-Vice Chancellors,
Registrar,
Provosts,
Guest Speaker,
Members of the College Advisory Board,
Niimei, Naamei, Nananom,
Members of Convocation,
Invited Guests,
Graduating Students,
Parents and Guardians,
Distinguished Ladies and Gentlemen.

Welcome

It is with great pleasure that I welcome you all to today's congregation ceremony. This is the second set of ceremonies for students who completed their studies in the 2014/2015 academic year.

Six ceremonies are being held over two days with a total of 5085 students graduating from the four Colleges with degrees and diplomas. The graduands are made up of 4025 undergraduates, 964 graduate students and 96 Diploma students. For the first time two ceremonies will be held concurrently for the morning session and one for the afternoon session on each day. I would like to take this opportunity to congratulate the students, faculty and other employees who have worked to make this possible.

The State of the University:

Mr Chairman, I would like to report that the state of the University is very good. A number of recent developments should make us feel very good about our university.

Teaching and Learning

In the area of teaching and learning, I am happy to observe that many of the initiatives we put in place for strengthening our academic programmes, following the recommendations of the Visitation Panel, are beginning to yield positive

outcomes. Our class sizes have been reduced significantly to place not more than 300 students in a class in most cases. The facilities and equipment available to lecturers have seen steady improvements following significant investments made by the University using internally generated funds. Most lecture rooms and residential facilities for students have been rehabilitated and continue to be rehabilitated. The latest of such rehabilitation works is the ongoing complete overhaul of student residential facilities at our Korle Bu campus.

Earlier in the year, the University took over newly refurbished facilities under the Chinese Phase II project to support our distance education programmes. These included well equipped computer labs at the various regional learning centres that facilitate e-learning using video conferencing facilities. All students entering those programmes, beginning from the last academic year were provided with Android tablets loaded with the relevant course material to make learning easier.

Mr. Chairman, today as many as 65% of the men and women teaching our students have terminal degrees, namely a doctorate. This is up from 45% less than a decade ago. This is the result of steady staff development initiatives. Through our recently restructured PhD programmes more than 450 persons are currently registered for PhD programmes. With the anticipated growth in this area we will be in a strong position to build the capacity of our own staff as well as that of other institutions for careers in research and teaching.

As a result of the improvements taking place in our teaching and learning environment, our students continue to excel internationally. Ms. Gifty Tetteh, an alumna of this University, having graduated with a degree in Biomedical Engineering and currently studying for a PhD at University of Sheffield, received the International Biomechanics Prize for the Best Biomechanics Paper at the Medical Engineering Centre annual meeting in 2014 held at Imperial College, London.

The improvements in our teaching and learning environment have made it a lot easier for our students to find internship places with reputable institutions. Three of our recent Pharmacy graduates have participated in an internship programme at Merck Millipore's global headquarters in Darmstadt, Germany. More and more of our students are receiving international recognition for their work.

Ladies and gentlemen, the University continues to receive large numbers of

applications for admission each year. However, due to the limited facilities and human resources, the University was able to admit only a fraction of the potentially eligible undergraduate applicants.

For the 2015/2016 academic year, new enrolment figures show that 8,541 students registered, made up of 6,121 undergraduate students and 2,420 graduate students. The University's efforts to achieve gender parity in the admission of students have yielded some results in that, the percentage of females admitted to all programmes now stands at about 43%.

The University continued its policy of giving opportunity for university education to qualified applicants from Less Endowed Schools on concessionary basis. In addition, for the second year running, the University offered admission to talented sportsmen and women based on their sporting abilities, in line with the policy on the Admission of Student Athletes. Students admitted under the policy must first satisfy the general entry requirements of the University and also show proof of athletic ability. It is our expectation that these students will work hard to effectively combine participation in sports with academic work.

University of Ghana, as part of its internationalization policy, strives to attract international students to deepen cross-cultural experience on campus. For the 2015/2016 academic year, 2,967 undergraduate and 1,593 graduate international applications were received. Out of this number, 844 undergraduate and 310 graduate students of various nationalities were admitted into our programmes as regular or special admission students. Altogether, a total of 291 undergraduate and 90 graduate international students have registered.

Our international students come to us mainly from the sub-region but there are also students on exchange programmes from our partner institutions in Europe, United States of America, Canada and Asia. The University has engaged Recruitment Officers to assist the Office of International Programmes achieve international enrolment targets set by the University. The University has also began implementation of some useful recommendations made by the University of Ghana Internationalization Review Committee, regarding improvement in student experience and mobility, teaching to international standards, attitudes and perceptions.

Financial Aid for Students

Ladies and gentlemen, the 2014/2015 academic year ended with a total donation inflow from both local and foreign donors of GH¢639,912.09 towards financial aid for students. I am proud to note that the University contributed GH¢103,932.00 of this amount from its internally generated funds. Additionally, the University and General Electric, have signed a memorandum of understanding covering a US\$100,000 scholarship package for needy but brilliant students of University of Ghana. Under the agreement, one hundred students will have their tuition and residential fees fully paid until they complete their studies.

We salute all our donors and encourage other corporate sponsors and individuals to assist us to fund the education of students who would otherwise have to interrupt or terminate their studies.

Research, Innovation and Development

Mr. Chairman, ladies and gentlemen, in the area of research, we have declared our intention of working to become a world-class research intensive university over the next decade. A number of initiatives have been undertaken to ensure that this vision does not remain a dream. The Office of Research, Innovation and Development has become our main vehicle for achieving our goal as it facilitates and coordinates the conduct of research in all units of the University.

The four centres of excellence established at the University have been allocated Gh1 million each as seed money to develop research areas in Climate Change Adaptation; Malaria Research; Food Production and Processing; and, Development Policy and Poverty Monitoring and Evaluation to address key developmental issues in Ghana and beyond. The University has earmarked US\$5 million for refurbishment of laboratories and the replacement of obsolete scientific equipment. Through the Chinese phase II ICT project, the University is now in a position to house large datasets for research and also do more computing research than before.

At the end of the review process for the 8th call for proposals for UG Research Grants, 31 grants with a total value of GHC 996,723 were awarded in the three grant categories.

39 applications for UG Conference Grants with a total value of GHC 187,990 were approved for funding in the 2014/2015 academic year. A total of GHC 284,538 was awarded as faculty development grants in the last academic year. Since

the inception of this scheme in the 2008/2009 academic year, a total of GHC 1,083,250 has been awarded to 85 faculty members. Out of this number, 31 have successfully obtained their PhDs or other terminal degrees, and returned to active teaching and research duties at the university. We are also exploring alternative faculty development schemes such as a UG postdoctoral research fellowship scheme.

Faculty and students of the University continue to benefit from a number of capacity building grants. Some of these are CAPREx, where faculty members spend up to 6 months at the University of Cambridge to work on a research topic with a Cambridge based collaborator; the Climate Impact Research Capacity and Leadership Enhancement (CIRCLE) Programme, which offers one-year fellowships to support early career researchers on the impact of climate change in Africa; the Commonwealth Scholarship and Fellowship Plan; and the ACU STARS (*Structured Training for African Researchers*) Project.

Others are the Trans-Disciplinary Training for Resource Efficiency and Climate Change Adaptation in Africa – Phase 2; ARISE (Africa Regional International Staff/Student Exchange); Food Security and Sustainable Human Wellbeing Project; P4HPT (Partnering for Health Professional Training in African Universities); CSAA (Inter-University Cooperation to Train Crop Scientists for Enhancing Agriculture in Africa); One Health (Enhancing Community of Practice in One Health for Infectious Diseases through Postgraduate Training).

Since the beginning of the 2014/2015 academic year, 37 research grant agreements with a combined total value of USD9,579,086 have been signed, while 76 research proposals have been submitted to various sponsors/funders with 24 proposals so far approved with a total value of \$21,221,754.

Earlier this year, we received the good news that Dr. Kwaku Kyeremeh, of the Department of Chemistry was a member of an international research team that collaborated in the discovery of Legonmycins, a set of new alkaloids from a novel Ghanaian microorganism which has great potential as future microbial and cancer fighting agents. Ghanaian participation in this break-through research was made possible by significant investment made by the University in modern science equipment.

Mr Chairman, I believe we can safely conclude that our investment in research is

paying off.

Governance

Ladies and gentlemen, the collegiate system of governance adopted by the University is in its second year of operation and it is important that we all continue to work hard to ensure that the colleges meet their targets of increasing efficiency and reducing bureaucracy.

All the four colleges are making strides in the area of research productivity and visibility and continue to explore opportunities for fund-raising and to carry out ground breaking research with collaboration from local and international partners.

The first batch of undergraduate students was admitted directly into the four new Colleges at the beginning of the 2015/2016 academic year. The colleges are all working towards ensuring that their students have a positive student experience during their time here. It is expected that a thorough review of the collegiate system will take place after the system has been in operation for three years.

As part of our efforts to enhance governance at University of Ghana, the University has completed work on its new Human Resources (HR) and Administrative Policies and Procedures Manual. The manual has been drafted with the following objectives in mind:

- To provide a single reference manual on HR (employee) and Administrative Policies and Procedures aligned with University of Ghana's (UG's) Statutes, Schemes of Service, Collective Bargaining Agreements (CBAs) and related policy documents;
- To serve as a single reference point on all HR and administrative issues;
- To ensure uniformity and consistency in decision making and action across the Colleges to which various activities and responsibilities are to be devolved.

University Management has been forced to put a temporary freeze on all employment until such time that University of Ghana receives financial clearance from Government to appointment new staff. In this regard, even though some employees retired at the end of the last academic year, no new appointments are being made that require payments by the government. This problem has become a major obstacle to the development of academic programmes.

Physical Developments at Legon

Ladies and gentlemen, a number of projects are currently underway at the University, and I will touch briefly on some of the major ones.

University of Ghana Medical Centre

Work on the construction of a 600-bed Teaching Hospital for the University is proceeding steadily and the first phase is about 80% complete. The Hospital, when completed, will have state-of-the-art facilities for trauma and emergency services, heart surgery, medical imaging, and a heliport. It will eventually be expanded into a 1,300-bed facility to provide effective teaching, learning and patient care.

Future construction will cover a Cancer Centre and a Rehabilitation Building. This project is an integral part of the ‘Medical Village’ concept that is to enable the University produce world-class health educators, experts and researchers in all sub-specialties to make health delivery in Ghana independent, sustainable and progressive. When completed, the University of Ghana Medical Centre will place the University of Ghana as one of the most advanced medical training institutions in West Africa. As part of the project package about 80 Ghanaian personnel are to receive training at the Sheba Medical Centre in Israel. 20 Senior Specialists and Consultants have already started their training in Israel; nurses, administrators, biomedical engineers, and pharmacists will also receive training in the coming weeks. The Hospital is expected to start operating by the middle of 2016.

University of Ghana/Africa Integras Project

Ladies and gentlemen, I would like to highlight some initiatives being pursued by the University towards the modernization and improved efficiency in service delivery at the University of Ghana. The University signed a US\$64 million landmark agreement with Africa Integras earlier this year, structured as a 25-year Build, Operate and Transfer (BOT) Project. The project involves the construction of an expanded facility for the College of Humanities, a new building complex for the College of Education, a new dedicated facility for the College of Basic and Applied Sciences, as well as a new facility for the College of Health Sciences to be located near the new medical centre.

1,000 new student hostel beds will be provided under the project, to be divided between undergraduate and graduate students, mostly to serve the College of Health Sciences. This project will undoubtedly boost the University’s infrastructural development, propel its decentralization efforts and enhance

immensely its capacity to attract and train more graduates. The Vice-President of the Republic of Ghana, His Excellency Kwesi Amissah-Arthur, performed the ground-breaking for the commencement of work on Monday, September 14, 2015, with a planned completion date of September 2017. Presently, site preparation for all facilities is 100% complete.

Generator sets have been procured and installed at the various halls of residence to ensure that academic life continues even when there is a power outage on the campus. The University's effort was supported with significant contributions from our students. Generator sets have also been procured and installed at a number of other academic units on campus to stabilize electricity supply to the University campus. The University is at the same time looking at alternative ways of generating electricity.

Mr Chairman, we have recently completed work on all residential facilities for staff and are now continuing with the rehabilitation of all of our roads, including the development of pedestrian walkways along some of the major ones.

Reports from the Colleges

I will now turn my attention to some of the activities that took place in the four colleges during the year under review.

College of Basic and Applied Sciences (CBAS)

Donations

- On behalf of the Marie Curie Library of the International Centre for Theoretical Physics (ICTP), Mrs. Ylenia Pinelli of the Embassy of Italy donated 20 different books to the Department of Materials Science and Engineering to augment the stock of collections of the Department at the Library of the School of Engineering Sciences.
- The West Africa Centre for Crop Improvement (WACCI) had donated a 4x4 Toyota Prado to the Forest and Horticultural Crops Research Centre (FOHCREC). WACCI and FOHCREC were partners in the Envirodome Vegetable Laboratory Innovation trials.
- CBAS had also donated a tractor it received from the Ministry of Food and Agriculture (MOFA) to FOHCREC.

Renovation

- The Constantine Leventis Computer laboratory at the School of Agriculture has been given a facelift to support teaching, learning and research.

CBAS Lecture Series

- The first two of the College of Basic and Applied Sciences (CBAS) Public Lecture Series were held on April 30, and September 30, 2015. The CBAS Lecture Series was established to provide an excellent forum for interaction and engagement between researchers, industry players and other stakeholders and enrich the knowledge base of students. It will also enhance the visibility of the College, provide an avenue for identifying solutions to industry related problems and to help build the investment portfolio for the College's endowment fund for Graduate Students.

College of Humanities

- *Establishment of a Centre for Asian Studies at the University of Ghana*
The College has received approval to host a Centre for Asian Studies at the University from the University Council. The centre will provide expertise and attention to Asian Studies and research.
- The School of Languages held its first international conference from 27th to 29th October 2015 on the theme “*Multilingualism in the African context: Resource or Challenge*”.
- The College has introduced an Annual International Research Conference. The maiden conference was held between June, 18-20, 2015 on the theme *Multidisciplinary Research and Transformation in Africa*.
- The College Research Board has approved the introduction of the Provost's Paper Awards Competition for doctoral students; early career and mid-career faculty in the College. The first awards were presented at the conference.
- The Department of Archaeology and Heritage Studies facilitated and sponsored a Young Film Makers Festival from June 4 and 5 2015.
- The Institute of African Studies in collaboration with the New York University, Accra hosted a conference on the theme “*The Humanities and a 21st century Africa: Towards Alternative Modes of Human Development*” on 23rd and 24th

April, 2015.

College of Education

This is the first time since the introduction of the Distance Education programme in the 2007/2008 academic year that students on the programme have been able to graduate in the same year; and indeed just a few months after they complete their final examinations. This has been possible as a direct result of the decentralization that has come with the introduction of the collegiate system, and I take this opportunity to applaud the administration of the College of Education, and all the academic and administrative staff who have worked hard to achieve this feat.

- *Establishment of Academic Awards*

The College has taken steps toward instituting academic awards, as well as sourcing for sponsors for the awards. In line with this, Departments have been requested to submit lists of prospective prizes, and members of the Advisory Board have committed to assisting with the identification of sponsors.

- *Security at Regional Learning Centres*

The College is in the process of acquiring additional security services at the Regional Learning Centres to ensure the safety of the new ICT equipment that have been installed for the distance learning programme. With the embargo on employment, this has been a challenge for the college.

- *Double Intake of Distance Education Students*

The College started the double intake of students in September 2015. Students have been admitted to all the Regional Centres. Diploma to Degree and B.Sc. in Nursing students will, however, start in January 2016. The College had also suggested the adoption of the blended approach to course delivery which involves 50% face-to-face lecturing and 50% electronic teaching.

In the long term, the University envisages the development of regional campuses.
College of Health Sciences

College of Health Sciences

The School of Biomedical and Allied Health Sciences (SBAHS) has signed a Memorandum of Understanding with Northumbria Healthcare Trust for a Students Exchange Programme. Flowing from this, six students from the

Department of Occupational Therapy visited Northumbria University.

The College Advisory Board is working closely with Management to attracting funding support for the College. The collaboration has yielded an amount of GH¢350,970 so far to be used for urgent projects at the College. The donation will be used for the building, rehabilitation and equipping of laboratories in the School of Biomedical and Allied Health Sciences and the re-roofing of the School of Pharmacy Building.

Rankings

Mr Chairman, Ladies and gentlemen, evidence of the fact that the state of University is very good may be found in the fact that in all major global rankings of universities, this university is the only one in West Africa that has shown consistent improvement over the last 5 years. It is one of only 16 universities in the whole of Africa ranked among the world's top 800 universities and the ninth in Africa by Times Higher Education in its recent global rankings published in September. Our high placement is largely attributable to our growing international image.

Well Wishes to Graduands

Now to our graduating students:

Seeing you all here, at the threshold of starting the next phase of your lives, brings back memories of my own graduation ceremonies from various educational institutions, many years ago, and reminds me of the excitement, the trepidation about what the future might hold, and the zeal I had to go out and change the world. No doubt, most of you gathered here are going through similar feelings and thoughts. Today's world offers young graduates so many opportunities, yet so many challenges; so many potential positive outcomes yet so many pitfalls along the way. I challenge you all to go out into the world, and do the very best you can wherever you find yourself. Work hard, dream big, plan ahead and be ethical and honest in all your dealings, and you will be well on the way towards success. The future may not be given, but you have a clean slate. Go out there, write on your slate in bold characters and make your mark! I wish you all the very best.

Thank you and God bless you.

GUEST SPEAKER'S ADDRESS BY MR. ERNEST DARKO AKORE

Acting Chairman of the University Council, Professor John Hyde,
Members of the University Council,
Vice-Chancellor,
Members of the Advisory Board of the College of Humanities,
Members of Convocation,
Staff and Students,
Alumni,
Invited Guests,
Graduands,
Distinguished Ladies and Gentlemen.

I have to say that it is one of the great honors of my life to be able to address this gathering here today and I wish to say thank you. Most of all, I want to say congratulations to this distinguished group of Graduands — the Class of 2015.

To all the family members (Parents, Grandparents, Siblings, Cousins, Aunts and Uncles), I want to congratulate all of you also, for it is you that supported these young men and women to be where they are today. Consequently, this is your day, as well. Just think about it — your sons, daughters, nephews and nieces — they spent the last three years away from home and here in Legon, and yet with all the distractions that were thrown in the paths of these young men and women (new to independent living), they still made it here today. So you have done something right. Graduands, give a big round of applause to your family for everything that they've done for you.

Finding Your Path

Some of you came to university already sure of your dreams and your ideal paths. Others came looking for new ideas, new opportunities, and new paths. But whether or not you have a firm grasp on your future, I have two messages for each new graduand here today.

My first message is define your dream and chase it with all the rigor you can muster.

Arguably, almost all of you are already successful according to conventional definitions. But while you are thinking about making money, make sure you are also thinking about being relevant. Money without relevance can be unfulfilling. All of you graduands here today can and should seek both. We spend a quarter or



Members of Convocation in a group photograph with Members of Council, one of the Guest Speakers and Valedictorian.



Prof. Samuel Agyei-Mensah,
Provost, College of Humanities



Mrs. Mavis Otoo-Ayeh,
College Secretary, College of Humanities



Professor John Hyde, Member, University Council, delivering his Welcome Address



Professor Ernest Aryeetey, Vice-Chancellor, addressing the gathering



**Mr. Ernest Darko Akore, Guest Speaker
November 13, 2015**



**Dr. Henry Kerali, Guest Speaker
November 14, 2015**



**Ms. Ama Kissiwaa Ampadu-Kusi,
Valedictorian November 13, 2015**



**Ms. Wendy Amoako Kwakye,
Valedictorian November 14, 2015**



Graduands seated at the Congregation ceremony





Graduands being congratulated by Officials and Dignitaries





Some parents, guardians and invited guests at the ceremony



more of our lives working. Make sure it is more than just a job. Make sure it is a life — an interest — a passion. You are blessed with an endless list of career options. Take the risks required to find the one that is most fulfilling for you and pursue it. It is better to come home late from a job you love than to come home early from a job you hate. Above all, always remember there's no such thing as an overnight success; be prepared to pay your dues.

My second message has to do with the urgency of time.

I recently attended my year group class reunion and it left me in a reflective mood. A few of my classmates are no longer with us. There are some lessons in this for all of us. Right now, it may seem as if you have a lot of time to make decisions that may put you on a path different from where you ultimately want to end up, someday. Maybe you want to be an artist, a musician or a social entrepreneur but that job with a big salary is calling out to you. You will get to those other things, someday. For many people, someday will never come. It certainly never came for my classmates who are no longer with us. Time is more precious than money. Everyone of you has the capacity to make a lot of money. But none of us can manufacture more time.

Preparing for the workforce

Some of you are entrepreneurs and will leave here to set up your own businesses. Others who are not entrepreneurial will join the large pool of graduates seeking employment with the few established firms in the country. To increase your chances of employment my advice is to do the following:

- Hone your interview skills by practicing with relatives and friends who are professionals and have been through the process.
- Video record the mock interviews and critique yourself or submit yourself to criticisms by your professional friends and relatives
- Learn the grooming language of the industry you are interested in-appropriate dressing for appropriate industry
- Consider non paid internship programs which gives you an opportunity to demonstrate your capabilities to your prospective employer - offers you a foot in the door

- National Service is another opportunity to show your worth, unfortunately some graduates just squander the opportunity and laze around for the entire year, the excuse being the work they are given is routine and the assignments, boring. It never occurs to them to take the initiative to come in early, truncate their lunch breaks and close late so they may avail themselves to learn the other jobs they find interesting - Smart national service students however seize the opportunity to learn as many jobs as possible, understanding that employers value staff who have multiple skills.
- Progressive companies do not typically hire people for their good looks. They hire people to help them solve problems. Demonstrating your problem solving skills and how you can bring them to bear on your prospective employer's challenges at the interview would almost always stand you in good stead with your prospective employer.
- While working, if you want a promotion, first be great at what you do; And there are two ways to do this: First, get clarity on the expectations of your current job. Second, ask your manager for feedback and regularly ask what you can do to improve. If you're great at what you do, people will take notice and have you in mind for special projects and maybe even for that promotion.

Some of you are graduating with First Class, some of you with Second Class Upper, and I know some of you are just graduating by the skin of your teeth, "thank you, Lord." For those of you graduating at the top of your class, I lift off my hat to you. Remember, however that success in life after university is not guaranteed to those performing at the top of their class. Graduating top of your class is a great thing. To the prospective employer it shows you are the most trainable among the lot and it may help you get your foot in the door, once there you have got to prove your mettle. The currency here is not an A or A+. The currency here is the bottom line. Can you help the firm generate more revenue, cut costs or do both? So if you are today graduating as an average student do not despair, this new professional life you are about to step into offers you another opportunity, but you will need to learn the rules of the game of new your profession and then if you diligently apply yourself you could perform at the top of your class. Except this time your reward will not be an A or A++, but a big fat pay check!!!!!!! (How do you like me now!!!!!!.)

Define Success

Success comes in many shapes and forms. To most people in this part of the world, it is financial, but to a few others it is fulfillment in the job that they do. So if you define success as helping one thousand orphans get an education and you are able to do so, then consider yourself successful.

Cultivate A Habit of Investing

Perhaps the most easily identifiable habit of self-made millionaires is *the habit of frugality*. Wealthy people are careful with every pesewa. They know money and allocate their funds carefully. Financially independent people develop the habit of regular saving and investment from an early age. Human beings are creatures of habit. We very quickly adapt to almost any external condition or circumstance. If you save 10% off the top of your paycheck, and discipline yourself to live on the other 90%, you will soon adjust your lifestyle so you are comfortable on the lesser amount. In no time at all, living at this level becomes a habit and you stop thinking about it. For some people however, the idea of saving 10% of their income, off the top of each paycheck, is too difficult for them to even consider. In this case, which is quite common, I recommend a gradual process of learning to save money where you begin by saving 1% of your income and living on the other 99%. For example, if you are earning GHC2,000.00 per month, make a decision today to save GHC20.00 per month. You can then live on the other GHC1, 980.00, and the money saved and invested should be for one purpose only; to enable you to achieve financial freedom as soon as possible.

Continuous Learning

At the individual level, continuous learning is about expanding your ability to learn by regularly upgrading your skills and increasing your knowledge. Fresh thinking and fresh ideas are being espoused in every field every day. What you have learned today could be archaic in a year or two. To remain relevant in your profession strong continuous learning skills are required to successfully adapt to a changing work and life demands.

Remember

Opportunity is random and may come in many different forms. Sometimes it comes in the form of a disappointment. The challenge is to be ready and recognize it when it appears.

If you get knocked down seven times, get up eight. Don't fear failure, unless it is

the kind of fear that drives you to succeed. Have you ever had a dream that you were afraid to go after? Have you ever passed up an opportunity because you were afraid to fail? We all have dreams and often the only thing standing between us and our dreams, is the fear of failure.

Thomas J. Watson, the founder of IBM once said, “if you want to succeed, you have to double your failure rate.” There is so much truth in that quote because we learn from our mistakes not our successes. If we don’t take chances, we will never have the opportunity to learn from our mistakes. The only way you will ever fail, is when you let fear stop you from pursuing your dreams.

Whatever you do, strive to do it so well that no man living and no man dead, and no man yet to be born can do it any better.

As I finish my thoughts today, I’d like to leave you with these words from Eleanor Roosevelt: “The future belongs to those who believe in the beauty of their dreams.”

Again thank you for the privilege. Congratulations, Class of 2015. God bless you. God bless the University of Ghana. And God bless mother Ghana

References:

- Obama’s 2013 Speech to Morehouse College Graduates
- Thomas Staggs, Chairman of Walt Disney Parks and Resorts
- Benjamin Mays, President, Morehouse College

GUEST SPEAKER'S ADDRESS DELIVERED BY DR. HENRY KERALI

Acting Chair of Council, and Council Members,
Vice Chancellor, Pro-Vice Chancellor, Provosts,
Provost of the College of Humanities,
Registrar, Members of Advisory Boards, the Convocation,
Staff, Alumni, Graduates, Students,
Distinguished Guests, Ladies and Gentlemen.

First of all thank you very much for that wonderful introduction. I almost forgot what I was invited here for! Perhaps I should sit down now before I tarnish that reputation.

I am so honored to have been invited to give this graduation speech at such an August institution with a strong history of success. I was impressed by the Annual Report presented by the Vice Chancellor, which demonstrates that the University of Ghana not only has excellent international reputation, but is also a shining Star among Universities in Africa.

I want to congratulate the Humanities Class of 2015 for your success and all your achievements to-date. I want to thank the parents many of whom are here wearing broad smiles, the uncles, the aunts, the grandparents, the cousins, the nieces, nephews – the whole village! In Africa, it takes a whole village to raise a child. Let's not forget the professors, lecturers, and before that, the school teachers – everybody who was involved in helping you all to achieve this great success.

And I want to say to you today, graduates, that despite having achieved a remarkable milestone in your life and despite the fact that you and your families are so rightfully proud, this graduation marks the beginning of a long journey ahead of you.

As one leader once said, “the thousand mile journey begins with the first step.” And so, when you walk out of this Great Hall today, that will be your first step in that long journey ahead.

Ghana is at an interesting point in its history, having discovered oil and gas only a decade ago, but is now trying hard to avoid the “resource curse”, the “middle-income trap” or other multitude of ailments that afflict several countries in Africa.

As graduates of the Humanities, I expect that most of you know what these are. However, just in case there are people in the audience who may not, the resource curse refers to countries and regions with an abundance of natural resources, specifically non-renewable resources like minerals, oil and gas. These countries tend to have less economic growth and worse development outcomes than countries with fewer natural resources. This can happen for many reasons:

- i. The crowding-out of investments in other sectors because financing is diverted to the extractive sectors;
- ii. This results in a decline in the competitiveness of other economic sectors;
- iii. The volatility of revenues from the natural resource sector due to fluctuations in global commodity prices, as we see today.
- iv. The low commodity prices mean that countries will earn less revenue.
- v. And worst of all, in some countries, sudden wealth can lead to mismanagement of resources with civil wars and state capture by the elite. I am glad to see that Ghana has avoided this particular pitfall.

The middle income trap refers to countries that have lost their competitiveness in international markets, particularly in the export of manufactured goods because production costs are higher than those of competitors. This can be due to high wages, high energy costs, or lack of skilled labor.

Such countries are unable to keep up with economically more developed economies in the high-value-added market. As a result, these countries fail to attract adequate investment, suffer from slow growth in the secondary industry, have limited industrial diversification and poor labor market conditions.

Ghana can and must avoid the resource curse, the Dutch disease, the middle-income trap, and any other such development pitfalls because of people like you graduating today.

However, in the face of these challenges, it may be tempting at an individual level to have a misplaced sense of ambition. These make you want to chase after material wealth; you dream of being an instant “star”; you chase after the big money; and you dream of a big corner office with a fancy job title and a fancy house and car. That has been the measure of success for far too long – that through material possessions, through a ruthless pursuit of personal wealth, one can achieve everlasting happiness!

The leaders we revere today, the businesses and institutions that shine, are generally not the result of a narrow pursuit of personal gain, but of devotion to some bigger purpose.

The determination of Mandela or Gandhi to lift a country out of poverty or to end suppression; the creation of quality products by Bill Gates or Steve Jobs; the commitment to a community by Mother Teresa; and your own devotion to your family, are the hallmarks of the wellbeing of humanity.

In your own lives, you will need to adapt to a continuously changing world. Many of you will go through several jobs, and experience more than one career over the course of your life; keep gaining new skills, and possibly even further degrees. For example the invitation by the Vice Chancellor to take up the opportunity to undertake Asian Studies. You will have to keep on taking risks in order to gain from new opportunities as they arise.

Given the challenges that Ghana and other African countries face today, the one message that I would like you to take away as you start the long journey, is to be innovative and entrepreneurial. If you do not already have a job today, go out there and create one for yourself and for others.

There are ten million new entrants to the labor market each year in Sub-Saharan

Africa. My heart bleeds when I see the thousands of Africans risking their lives crossing the hot deserts, and riding the high-seas with the false dream of a better life in other continents.

Ask yourself, what is it that make these able bodied youth leave such a beautiful continent for the cold and hassle of Europe, Asia or America? In my travels around the world, the people who do the manual labor that local citizens will not touch are most often from Africa. Why is this the case?

In my view, there are at least three main reasons:

- Firstly, there are insufficient opportunities to earn a decent living in their home countries;
- Secondly, most of those leaving the continent do not have the right skills for the few jobs that are available in Africa; and
- Thirdly, they are afraid to return empty handed when they realize that it is not a panacea out there.

Employment does not always mean earning a regular wage! In Sub-Saharan Africa, from the share of total employment, about 35% are subsistence farmers, another 55% are self-employed, and only 20% earn formal wages.

Part of the solution for Ghana and other countries in Africa, is to support our smallholder farmers to increase their productivity and therefore increase their incomes. I put special emphasis on smallholder farmers, because the solution is not to sell their land to larger farmers. You only end up increasing the number of urban poor by doing so.

The other part of the solution is for you graduating today to go out there and be innovative and entrepreneurial. You now have the knowledge and skills to create jobs for yourselves and for others.

In the words of President John F. Kennedy, “ask not what your country can do for

you, but what you can do for your country!”, and I should add, for Africa!

The private sector is the key engine of job creation, accounting for 90 percent of all jobs in the developing world. Small and Medium Enterprises (or SMEs) like the ones you would create, account for the vast majority of these jobs.

However, governments play a vital role by ensuring that the conditions are in place for strong private-sector led growth, and by alleviating the constraints that hinder the private sector from creating good jobs for development.

Ghana has significant room for improvement on that front. The recent World Bank 2016 Doing Business Report, shows that there are several areas where steps need to be taken to facilitate private sector growth, for example:

- Obtaining permits, such as for construction or other services;
- Getting reliable electricity;
- Registering property; and
- Enforcing contracts and property rights.

Despite these challenges, it is not all doom and gloom. The 2016 Doing Business report also shows that Ghana improved on indicators for trading across borders, by developing electronic channels for submitting and processing import and export documentation. Indeed, it is through exports that Ghana will grow its economy and thereby jobs.

Notwithstanding these challenges, you should not be deterred in your quest to succeed. Do not be afraid of the world out there, because the world will not be afraid of you. Success will require hard work and persistence to break down these barriers. You need to be smart in solving these problems.

If you need to go through a brick wall, try to find a ladder to climb over it, or find ways to go round it – rather than bashing your head against the brick wall. In this day and age of the internet, you can find a solution to any challenge that you may face.

Remember that those we admire today did not think of themselves as heroes at the time. They had a vision and a commitment to achieve their goals and did not waiver in their quest.

Follow your dreams and make a positive contribution to your country and to Africa. If you do not follow your dream, someone else will most probably hire you to help them achieve their own dreams!

I wish you all well in your first steps on this long journey. By graduating today, you have already demonstrated your knowledge, skills, and the ability to think independently.

As the University motto says – go out there and “Progress with Integrity”

VALEDICTORY SPEECH BY MS. AMA KISSIWAA AMPADU-KISI

Chairman and Members of the University Council,
Vice Chancellor,
Pro-Vice Chancellors,
Registrar,
Distinguished Guest Speaker,
Chairman and Members of the Advisory Board of the College of Humanities,
Members of Convocation,
Staff and Students,
Alumni,
Special Invited Guests,
Fellow Graduates,
Distinguished Ladies and Gentlemen

Like the great mathematician that I aspire to be, I will like to begin with an interesting quotation I chanced upon by Amani, and I quote,

“Life is like a math equation, it can be hard, but you’re always happy once you reach the end.”

We are here today as the graduating class of 2015. The long awaited day has finally come. Most of us would have spent our 4 years at the university hoping and praying fervently for this day to come; and I’m sure like me, our prayers got rather intense whenever those ahead of us were graduating. Well, thank God we can say that we are finally here.

I cannot proceed without acknowledging the Almighty God for how far he has brought us. We’re indeed most grateful to the university for the offer of admission and also for providing the right environment for us to study. To our lecturers and teaching assistants, our parents and guardians, our families and friends, and every other person who helped us climb this ladder, we are most grateful.

Looking back, it does feel like it was just yesterday when most of us had our first real sense of freedom from mum and dad, or our guardians, our first set of

roommates, the first lecture that made us wonder if survival was possible, the first UGRC that got us wondering why on earth we had even take the course and the first I.A.s which made us ask ourselves if the questions were set from space or from what we had been taught. There were so many first days, some delightful and others, quite heart breaking and yet, we all pulled through and can now recall our last days in Legon, especially our last exam papers. Sadly, we lost some of our colleagues. May their souls Rest in Peace.

Most of us also have our individual stories about our trips to the registry to get issues resolved and how long it sometimes took to get our UGRC results appearing on the MIS Web.

In the midst of all of that, one thing that is common to us all as graduates today is that we all made it! The culmination of our years here today is a joyful moment which we are happy to share with our loved ones, who perhaps have looked forward to this day more than we ever did.

Inspite of our excitement at graduating, I am certain that every one of us has something they are going to miss here on campus. Something I will personally miss is participating in the annual “minimpinim” organized by our male colleagues from the Vandal City; it was indeed such a good way to take a break off the books. It was also such a delight seeing how the Sarbah field seemed to get extra packed at night whenever exams was approaching.

Fellow graduates, this day marks the end of a very significant phase in our lives, and yet, the beginning of a more important phase. I have come to learn here in the University of Ghana that time is the most expensive resource to come by. There were times when I virtually pleaded with God to either add an extra day to my week, or extend my day by a couple of hours. Unfortunately, time turns out to be the least valued and the most underutilized asset. I entreat each of us to make good use of every second of our time, so that we never have to ask ourselves “How did it get so late so soon?” but rather, “How is it that I have been able to do so much in such a short time?”

After graduation, some of us may dread having to pick up a book to study again and may never wish to pursue further education. But whichever path we choose,

whether we have to return to the classroom or not, the learning process is just about beginning. What is obvious is that, we are going to have more responsibilities and every one of them is going to be like a classroom experience where we pick newer lessons and take tests daily. The world awaits us with lots of opportunities amidst the threats; joys and sorrows, successes and failures, and much more.

In conclusion, I wish to end with portions of Max Ehrmann's poem, Desiderata, and I quote,

"If you compare yourself with others, you may become vain and bitter; for always there will be greater and lesser persons than yourself. Enjoy your achievements as well as your plans. Keep interested in your own career, however humble; it is real possession in the changing fortunes of time." End of quote.

Fellow graduates, let us go out there and show the world what University of Ghana has taught us and who we have become as a result of that!

Long live Ghana! Long live University of Ghana! Long live the Graduating Class of 2015!

Thank you!

VALEDICTORY SPEECH BY MS. WENDY AMOAKO KWAKYE

Chairman and Members of the University Council,
Vice Chancellor,
Pro-Vice Chancellors,
Registrar,
Distinguished Guest Speaker,
Chairman and Members of the Advisory Board of the College of Humanities,
Members of Convocation,
Staff and Students,
Alumni,
Special Invited Guest,
Fellow Graduates,
Distinguished ladies and gentlemen

I will bless the Lord at all times; his praises shall continually be in my mouth. (Psalms 34:1).

It is with great joy that I stand here today to deliver this speech. Today marks the culmination of a journey we started four years ago and we all can now proudly say that we made it; To God Be The Glory.

I remember the day I received a text message informing me that I had gained admission into the country's premier university to study for my undergraduate degree. I just could not hide my excitement. I screamed so loud that my grandmother ran out of her room to find out what was wrong with me. After two years of being denied admission, finally I had been offered admission! However, my joy was short lived when I read further and found out the courses I had been offered: Linguistics, Sociology and Adult Education. I had always fantasized about going to the University of Ghana Business School. As if that was not enough, the programme was to be run at the Accra City Campus. I had heard unsettling rumors that the Accra City Campus was the option given to the not-so-good applicants who could not be admitted to the Legon Campus. I resented the implication that the admissions board categorized me as a not-so-good applicant. Of course, nothing could be further from the truth.

My fellow graduates will attest to the fact that studying at Accra City Campus was quite strenuous. The absence of accommodation facilities was a major challenge as most of us lived far away from the campus. Commuting to lectures was very hectic. We usually had to set off about an hour or two before lectures so we can get there on time. It got more frustrating during examination week as most of us had to stay on the city campus overnight especially when we had a 7:30a.m. paper the next morning, in other to avoid the risk of setting off at dawn. During such times, we only had but tables and chairs on which to stretch our tired limbs. Despite these challenges, we put in our maximum effort and today we have graduated from our programmes of study.

Our experience at the Accra City Campus was not always negative. During our period of study, we saw a tremendous improvement in infrastructural development which enhanced teaching and learning. Due to our comparatively small class sizes, lectures were always interactive. The lecturers were so familiar with us that they could identify any student who was absent. Their constant, “why were you not in class last week?”, kept most of us on our toes. There was always Bro Kojo’s fried yam and *khebab* available to satisfy our afternoon hunger, our point of call after a hard days work.

Looking back, all I can say to the admissions board is thank you for giving me the opportunity to read the courses you assigned to me. Today, I can confidently say that I have been prepared for the future. For me, studying Linguistics and Sociology has afforded me the opportunity to identify what I can best do and that which will bring me much fulfillment. I believe we all have been enlightened and our future has been brought closer than we ever thought was possible. We will no longer ignorantly say, “what will I do with a degree in History, Music, Classics, Theatre Arts, Linguistics?” and all the other Arts and Social Science subjects whose importance we often either misunderstood or underestimated. May I also add that the Accra City Campus is not the place for the not-so-good applicants after all. If it were so I would not have been here.

I would on behalf of my fellow graduates, thank our lecturers who served as mentors and role models in helping us appreciate the relevance of our individual subjects of study. Indeed they taught us that there are opportunities where ever we

find ourselves. I will never forget the advice Dr. Saanchi of the Department of Linguistics gave us during our first meeting in level 200 Morphology class, and I quote, “undergraduate studies is just a foundation, lay it well so your building can stand strong”.

Our appreciation also goes out to our parents and guardians for their immense support and encouragement. We could not have come this far without their help. We know that today they stand proud, rejoicing with us as we celebrate this victory. We cannot forget to thank the university management for opening the doors of this institution to us. To you all we say may the good Lord bless you.

Now to my fellow graduates, let me say congratulations to all of us. We all have fought a good fight and must be proud of ourselves. But this is just the beginning of another journey. The knowledge we have acquired would not be effectively harnessed if we do not use it to effect any change in society. The world is anxiously waiting to see what we have to offer. We have everything at our disposal and there is so much we can do if only we set our minds to it. May we not put to waste the vigorous academic exercises to which we have been subjected. Amidst all of our celebrations, let us not forget that there are equally successful graduates out there and the competition gets tougher every day. Whether we will make it or not depends on how well equipped we are and our ability to identify opportunities. As we move out of this auditorium, let us remember today with fondness and look forward to the future as we strive for excellence in our endeavors.

Long live the Class of 2015!
Long live the University of Ghana!
Long live our country Ghana!

Thank you.

**CLOSING REMARKS BY MEMBER OF COUNCIL, MR. JOHN HYDE,
MEMBER OF THE UNIVERSITY COUNCIL**

Members of Council,
Vice-Chancellor;
Guest Speaker;
Members of the Advisory Board of the College of Humanities;
Members of Convocation;
Staff and Students;
Alumni;
Fresh Graduates;
Invited Guest;
Distinguished Ladies and Gentlemen;

As we end today's function, I salute all who have worked hard to ensure a successful congregation ceremony. I refer especially to all those who played various roles in the planning and organisation of this event.

To the graduate students who have been part of the changes taking place at the University of Ghana, the University of Ghana looks forward to receiving some of you back as Professional to support the drive to become a research intensive University. We expect that those who do not make it back here, will go out there and make an impact in other tertiary institutions in Ghana and any other part of the world, as well as in Public and private sectors.

For the lecturers and administrators who have worked alongside the students in order to get them to the point of graduation the University appreciates the effort you have put into this enterprise.

To all parents, Guardians, family and friends of the graduates who have travelled from far and near to join the graduates for this celebration also deserve our thanks and appreciation for being with us for today.

To our Guest Speaker for today, all invited guests, Alumni and friends of the University, we say we always appreciate your presence and participation in this event. I wish you safe journey back.

Fresh Alumni, I congratulate you on your new achievements and urge you all to be worthy ambassadors of your alma mater. I call upon you constantly remember the University's Motto: "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 acting Chairman of the University Council to declare today's congregation dissolved.

Thank you.

