



UNIVERSITY OF GHANA SPECIAL REPORTER

PUBLISHED BY AUTHORITY

NO. 909

FRIDAY, FEBRUARY 22, 2019

VOL. 56

NO. 14

**COLLEGE OF HUMANITIES
(GRADUATE PROGRAMMES)
PROCEEDINGS OF CONGREGATION
NOVEMBER 17, 2018**

CONTENTS

Order of Proceedings	2
Opening Address by Chancellor	3
Vice-Chancellor’s Address	5
Address by Guest Speaker	28
Remarks By Prof. Kwesi Yankah, Minister of State, Tertiary Education	35
Valedictory Speech	38
Closing Address by Chancellor	42

ORDER OF PROCEEDINGS

Saturday, November 17, 2018 at 9:00 a.m.

Procession

- Members of Convocation
- Council

(The Congregation is asked to stand)

National Anthem

Welcome/Declaration of Purpose: Mrs. Mary Chinery-Hesse,
Chancellor

Vice-Chancellor's Address: Prof. Ebenezer Oduro Owusu
Vice-Chancellor

Congregation Speaker: Mr. John Maxwell Addo Jnr.

Valedictory Address: Mr. Kwabena Baah-Boakye

Conferment of degrees:

Presentation of graduands from the College of Humanities

- PhD · MPhil · MA · MSc · MPA
- MBA · EMBA · LLM

Chancellor dissolves Congregation

University Anthem

Recession

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

**OPENING ADDRESS BY CHANCELLOR,
MRS. MARY CHINERY-HESSE**

Members of the University Council,
Vice- Chancellor,
Pro Vice-Chancellors,
Registrar,
Provosts,
Deans and Directors,
Guest Speaker,
Chairman and Members of the Advisory Board of the College of Humanities
Members of Convocation,
Staff and Students,
Alumni,
Graduands,
Invited guests,
Members of the Press Corps,
Distinguished ladies and gentlemen.

This is the third day of my first duty tour as Chancellor of the University of Ghana to confer degrees on students graduating from the noble and great University we know as prescribed by the University of Ghana Act 2010. Act 806. My first duty was to confer degrees to undergraduate students in the College of Humanities on Thursday. Yesterday morning was at the combined session for the College of Health Sciences and the College of Basic and Applied Sciences.

During today's ceremony, post graduate students from the College of Humanities, who have satisfied the requirements for graduation, will be presented and graduated. Ladies and Gentlemen, I want to remind you, that you are truly participants in a unique event; This is the very first time that a congregation at the University of Ghana has been convened by the authority of a female chancellor in its 70 years of existence. Indeed, I want to tell you that, you have literally written yourself into history. I challenge you to congratulate yourself again with a clap offering.

Congregation ceremonies are very important to the University because of the opportunity they afford us to reflect on how well we are discharging our responsibility of providing the needed academic services and corporate support to ensure that the students graduate and on time. Management of university remains committed to improving upon the graduation rates and student satisfaction and undertake to continue to do all in its power to provide students with a memorable student experience.

The university has graduated a large number of students this November. I have noted the fact that significantly, we have more students graduating from the humanities than the sciences. As post graduate students, you must have deliberately chosen to study at the University of Ghana because of the stature of this university.

Now the journey has come to an expected end, and here we are. I hope that on this very important occasion, you will take stock of what you have achieved and make a conscious decision to let your experiences count in your future endeavors. I want to assure you that, we share in your joy on the successful completion of your programs of study and we are very proud of you.

Distinguished guests, ladies and gentlemen, it is my pleasure to declare this morning's assembly duly constituted for the award of degrees to successful Graduands. It is customary for the Vice-Chancellor to give a report at congregations on the development in the university over the last academic year.

I now have the pleasure to call on the representative of the Vice-Chancellor to present the Vice-Chancellor's Address.

**VICE-CHANCELLOR'S ADDRESS PRESENTED BY
PROFESSOR FRANCIS DODOO, PRO-VICE-CHANCELLOR
(RESEARCH, INNOVATION & DEVELOPMENT)**

Chancellor;
Members of the University Council;
Pro Vice-Chancellors;
Registrar;
Chair and Members of the College Advisory Boards;
Provosts, Deans and Directors;
Guest Speaker;
Members of Convocation;
Staff and Students;
Niimej, Naamej, Nananom;
Alumni;
Graduands;
Parents and Guardians;
Invited Guests;
Members of the Press Corps;
Distinguished Ladies and Gentlemen;

WELCOME

It is a great privilege and pleasure to welcome you all once again to the University of Ghana campus for the November, 2018, Congregation ceremonies. Let me crave your indulgence to extend a special welcome to our Chancellor, Mrs. Mary Chinery-Hesse, who is presiding over Congregation for the very first time since assuming office as Chancellor of the University of Ghana on 1st August, 2018.

As you may already be aware, Mrs. Mary Chinery-Hesse took over from Mr. Kofi Annan, who sadly passed on barely two weeks after successfully ending his tenure as Chancellor.

While wishing our new Chancellor the very best in her new role, permit me to once again pay glowing tribute to the late Mr. Kofi Annan for his immense

contributions to the growth and development of the University of Ghana, Ghana, Africa and indeed to humanity in general. May his gentle soul rest in peace.

Madam Chancellor, the November, 2018, Congregation ceremonies will witness the graduation of the second batch of students who completed their respective programmes of study in the University during the 2017/2018 academic year. The first batch graduated last July 2018, and a third batch, made up mainly of Distance Education students, will graduate in April 2019. A total of 4,908 students will be graduating at various levels from the four Colleges of the University, in six (6) sessions over the next three (3) days. This is made up of: 31 PhDs; 1,774 Masters; 3,060 Undergraduates and 51 Diplomas. This will bring the total number of students who graduated from the University in the 2017/2018 academic year to 8,092.

Let me use this opportunity to express my gratitude to faculty, administrators and other stakeholders for their support in keeping alive our role as custodians and making this day possible. I would also like to appreciate the time parents and invited guests have taken off their busy schedules to respond to our invitation to this ceremony.

Update on the State of the University

Admissions

Our student population is diverse in nature. I am happy to note that for the 2018/2019 academic year, out of the number admitted, 11,216 students have registered for programmes on all our campuses. This number is made up of 5,828 male students and 5,388 female students. These numbers include 306 international/visiting students of various nationalities across the world. The total number also reflects the overall admission ratio of 51:49 for males and females, suggesting a quantum leap from the ratio for male and female students of 60:40 some few years back. It is worthy of note, judging from the admission figures, that the University is on the verge of attaining the strategic objective of a 50:50 ratio in male and female enrollment.

The University has continued with concessionary admission policies of giving the opportunity for university education to applicants through:

- The Affirmative Action Policy for female applicants;
- The admission of applicants from Less Endowed Schools;
- The Admission of Student Athletes; and
- The Admission of Students with Special Needs.

New Programmes and Courses

1. A number of new courses and programmes have recently been approved by the University Academic Board. These include:
 - The Executive Master of Science in Fisheries Administration and Management;
 - Doctor of Philosophy in Health Physics and Radiation; and
 - A functional Law course for undergraduate students.
2. The Academic Board has also approved revisions to some programmes, including:
 - Doctor of Veterinary Medicine;
 - Bachelor of Science;
 - Master of Science, and Master of Philosophy programmes in Nursing and Midwifery.

The new courses will be made available once they receive assent by the National Accreditation Board.

3. The West Africa Centre for Crop Improvement (WACCI) has received international accreditation for its postgraduate programmes from the

Agency for Quality Assurance through Accreditation of Study programmes (AQAS), Germany, a noted body for accreditation of higher education institutions and programmes. This accreditation opens the doors for strategic collaborations with other institutions.

Governance

National Accreditation Board Cyclical Review

The University recently underwent a statutory cyclical review by the National Accreditation Board. The four-day review focused on governance, institutional development, internationalisation, growth, research and grants, community service, academic matters, future outlook, information resources and finance. Meetings were held with university management, faculty and staff, as well as with students. Management of the University is committed to implementing the recommendations from the review, which will enable us to improve on our efforts at providing high quality teaching, learning, and research experience for our students and employees.

Review of Collegiate System

Madam Chancellor, the University adopted the collegiate system of governance in the 2014/2015 academic year, mainly to promote efficiency, reduce bureaucracy and free senior management to have time for more important administrative functions. Four years after the adoption of the system, a panel has been set up to review the collegiate system.

The remit of the panel is to:

- Review the current collegiate system of governance with the view to identifying the short comings in the governance structure and making recommendations for improvement;
- make new proposals to improve the governance structure to achieve the twin goals of effectiveness and efficiency; and

- develop a set of governance principles, policies, standards, and practices that optimally support the university's strategic priorities.

The panel, chaired by a former Vice-Chancellor of the University of Ghana, Professor Akilagpa Sawyerr, is working to present its recommendations soon.

Strategy Execution

The nine strategic teams that were constituted in November, 2016, to drive the transformational agenda of the University of Ghana have been working very hard and have already made some gains. I wish to briefly enumerate some of the achievements of the Strategic Teams so far:

a. The Independent Power Supply Team:

Madam Chancellor, in line with the transformational agenda of becoming a world-class research-intensive university, UG is vigorously putting in measures to create an environment where staff, students and visitors can undertake their activities safely at all times. During the period under review, Management continued its efforts at improving security and safety on campus by increasing the lightening system. Under the auspices of the Independent Power Supply Team, the refurbishment of streetlights along major streets of the University of Ghana has been completed by Prefos Ghana Limited in collaboration with the Electricity Company of Ghana (ECG). This project has enhanced security and safety on the main campus.

In an effort to ensure efficient use of energy, the Independent Power Supply Team, in collaboration with the Electricity Company of Ghana, has installed a net meter at the Noguchi Memorial Institute for Medical Research, which provides data on the amount of energy produced by the solar plant, how much is used at the Institute and the excess energy made available to the rest of the University. I am delighted to inform you that the data from March to October 2018 indicates that a substantial amount of excess power has been pumped from the solar cell facility at Noguchi Memorial Institute for Medical Research into the University system.

In addition, the University of Ghana Electricals Unit and the Building and Revenue Unit of the Electricity Company of Ghana have estimated a reduction of the University's energy bill by 13% every month. This is based on a reconciliation of bills paid directly by residents and commercial tenants of the University.

As part of efforts to complete the University Stadium, the Team is exploring the possibility of roof top solar or solar car ports as the energy sources for the facility. The Ministries of Youth & Sports, and Energy have officially endorsed the main project, and we are hoping to finalize the inclusion of solar as part of the stadium roof.

I wish to take this opportunity to extend my sincere gratitude to the Ministers of Energy, Finance, Education, Youth and Sports, and the Managing Director of the Electricity Company of Ghana (ECG) for endorsing our initiative to migrate onto renewable energy. I would also like to acknowledge the technical support received from representatives from the Ministry of Finance, Ministry of Energy, ECG, Energy Commission and members of the University's Independent Power Supply Team.

b. Green Team:

Madam Chancellor, a Green Team has been constituted as part of the strategic directions of the University, whose mandate is:

- to create an environment that is green and healthy to provide the needed congenial atmosphere for teaching and learning;
- to re-design our grounds to ensure that there are enough trees and green coverage; and
- to develop and complete a waste disposal system that will rely on separation of waste, to serve as a model for Ghana.

During the July Congregation, I announced that the Green Project Committee and the PDMSD are supporting two student groups, Recycle Up! Ghana and

CIYZOE-Legon to implement the University of Ghana Plastic Recycling Project (UGPRP). Today, I am very excited to say that, the University of Ghana Plastic Recycling Project commenced at the beginning of the 2018/2019 academic year.

The University of Ghana Plastic Recycling Project (UGPRP) aims at institutionalising the culture of source segregation of waste among members of the university community. Facilities for segregating plastic bottles and empty water sachets have been provided in the halls of residence for use by the students. Arrangements have also been made for regular collection of the material and transfer to recycling facilities off-campus. Some of these collected plastics are used for pavement blocks, stitched into bags and also for export.

Within nine weeks of implementation, 8 metric tons of water sachets and plastic bottles have been collected, thus saving the landfill. It is expected that the project will be up-scaled to the other sections of the main campus and the satellite campuses.

I take this opportunity to entreat our graduating students to embrace this culture, and replicate it wherever you find yourselves.

c. Institutional Advancement Team:

The Institutional Advancement Team successfully spearheaded the launch of the UG Endowment Fund in May, 2018, as part of activities to mark the 70th Anniversary of the founding of the University of Ghana.

The Endowment Fund is one of the University's strategies to deal with the challenge of diversifying sources of internally generated funds and to reduce the burden on students even as they make a fair contribution. There is, therefore, the need for a plan on funds mobilisation from many different sources. In the light of this, the University has dedicated the 70th anniversary as a fundraising effort towards the UG@70 Endowment Fund to support research and graduate studies, in line with our strategic objective of becoming a research intensive University.

Madam Chancellor, distinguished guests, ladies and gentlemen, I am happy to report with appreciation that after the launch, the '93 Year Group of the University of Ghana Alumni has redeemed GHGH¢50,000.00 out of their pledge of GH¢ 100,000.00 to the UG@70 Endowment Fund. The University of Ghana Chapter of the University Teachers Association of Ghana (UTAG) has also donated GH¢ 120,000, while the Ghana Association of University Administrators (GAUA), University of Ghana Branch, has made a donation of GH¢ 50,000.00 to the Fund.

The University is grateful, and I take this opportunity to reach out to all stakeholders to contribute generously to the fund.

Research, Innovation and Development

Distinguished ladies and gentlemen, the University of Ghana is committed to re-defining itself as a research-intensive institution and actively encourages faculty to engage in research activities. The University's investment in research is yielding fruitful results, and already the quantity and quality of research being carried out at the University of Ghana have improved tremendously. In addition, the University has won landmark research grants, which have been utilised to enhance its research profile. In view of this, the Office of Research, Innovation and Development (ORID) is taking the lead in ensuring that we meet our set goals.

In furtherance of this, the Office of Research, Innovation and Development has been restructured into six (6) teams, namely:

1. Pre- and Post-Award Services,
2. Intellectual Property & Technology Transfer,
3. Capacity Development,
4. Human and Animal Research Ethics Services,
5. Research Performance

6. Publications, Dissemination & Translation.

The purpose of the restructuring is to better organise and coordinate the delivery of research support services across the university.

UG Research Grants

The 11th Call for Research Proposals sponsored by the UG Research Fund was announced on 21st February, 2018. A total of seventy-five (75) proposals were submitted in the three grant categories, out of which sixty (60) proposals were found to be eligible. After the review process, fourteen (14) proposals were selected to receive funding. The Office of Research, Innovation and Development is awaiting final documentation from the successful applicants to confirm the awards.

UG Conference Grants

From January 2018 to date, two (2) Calls for Applications have been announced for UG Conference Grants, which yielded a total of 66 applications with 33 submitted in each Call. 31 applicants received awards in the sum of US\$44,622.00

Agreements

Since January 2018, the Office of Research, Innovation and Development has facilitated the review and negotiation of a total of 53 research agreements/contracts on behalf of the University with a total value of US\$10,651,648.

Intellectual Property Committee Protection

The Committee reviewed the following documents prepared by the consulting firm, ETCube International, for the University:

- University of Ghana Technology Transfer Office Management Model.

- Strategies to enhance visibility of University of Ghana's Technology Transfer Office to Academia and Industry.
- IP protection and commercialization strategies for University of Ghana.

These documents have been developed to further deepen and enhance the university's intellectual property processes and procedures. ORID has received two invention disclosures, which will be processed for review by the IPC at its next meeting, and filed 1 (one) patent application for a *smokeless and sustainable cook stove*. A national patent application was filed for the cook stove and the inventor has already identified an industry partner who has committed to supporting the pilot test of the cook stove in 4 (four) palm oil mills.

Partnerships/Collaborations

Partnerships are critical in the delivery of relevant and comprehensive knowledge and skill sets to learners in higher educational institutions. Effective collaboration with external stakeholders from various fields of specialization provide unique platforms for sharing knowledge and skills that are mutually beneficial. In furtherance of this ideal, the University continues to forge new institutional partnerships to promote research and the exchange of students and faculty with several institutions in North America, Europe, Asia, Australia and Latin America. New partnership agreements are currently underway and expected to be signed soon.

Following the signing of an MOU between the University and Toyota Ghana Limited in April 2017, the parties have gone a step further to put together a project Partnership Agreement which is being finalized for signing soon. Under the partnership, Toyota will support the School of Engineering by building an ultra-modern training Centre to train students, provide equipment worth US\$2 million to the School over 10 years, provide a bus to convey students to the Centre as well as provide scholarship worth UD\$10,000 per year to brilliant but needy students.

A Memorandum of Understanding has been signed between the University of Ghana and Ghana National Petroleum Corporation (GNPC) to establish a Research Chair in Petroleum Geoscience at the Department of Earth Science,

College of Basic & Applied Sciences. The Chair seeks to strengthen Petroleum Geoscience research and education capacity in the University of Ghana to support the optimal exploration, delineation and development of Ghana's hydrocarbon resources. Under the agreement, GNPC will commit US\$1,000,000.00 (One Million US Dollars) to support the Chair.

The Mellon Foundation has agreed to fund two grant proposals in support of capacity building and faculty research in the Humanities, to the tune of 1.6 million US Dollars, while the German Federal Ministry for Education and Research (BMBF) has established a Merian Institute for Advanced Studies in the Humanities and Social Sciences at the University of Ghana, to provide a hub for residency for research and advocacy on issues on sustainable governance in Africa.

Physical Development

Ladies and gentlemen, you will all agree with me that quality infrastructural facilities are critical to the achievement of the vision and mission of the University of Ghana. There are many ongoing projects on all our campuses, which will provide additional lecture halls, residential facilities and office spaces for our staff and students when completed. The projects include:

- New classroom and office blocks for the School of Pharmacy,
- A multi-purpose block partly funded by GCB,
- The School of Arts building,
- The School of Performing Arts building
- A new block for Department of Earth Science,
- Asphaltic Overlay of selected roads on campus, and
- The UG Stadium.

We would like to express our gratitude to our local and foreign partners who have made contributions towards these projects. As a University, we will continue to prudently source for funds to complete these ongoing projects.

We also like to commend the Graduate Students' Association of Ghana (GRASAG-Legon) for sponsoring a number of projects on campus. These include four refurbished reading rooms and one television room at the VALCO Trust Hostel, as well as the refurbishment of an ultra-modern Research Commons at the Korle-Bu campus.

ICT

Madam Chancellor, Distinguished Guests, Ladies and Gentlemen, the University has made significant progress in the provision of ICT services. A total of about 950 Wi-Fi Access points have been installed in all the campuses of the University including the Research Centres and the Regional Learning Centres of the School of Continuing and Distance Education.

The University of Ghana Computing Systems (UGCS), in collaboration with the University Archives, has completed digitisation of several records. For the period under review, more than 455 items have been added to the University of Ghana Institutional Repository.

Use of the SAKAI Learning Management System for the University's e-Learning programmes continues to improve, with an average concurrent usage of 350 and an increase in courses created to 5,611 as at the end of registration for second semester of 2017/2018 academic year.

Security monitoring of our ICT infrastructure and services is currently ongoing. Security awareness bulletins are published weekly, aimed at bringing awareness to the community on how to secure University and personal data.

Initiative to install State-of-the-art CCTV System on University of Ghana Campus

Ladies and gentlemen, many decades ago, university campuses in Ghana including the University of Ghana, were regarded as safe havens, secluded

from the violence and criminal activities of the outside world. Over time however, some criminal activities have occurred on the campuses, and these once peaceful environments have suffered a number of security breaches. The increasing growth in student numbers and physical infrastructure over the decades has presented obvious security challenges.

Management is fully aware that security on campus cannot be adequately secured by relying solely on unarmed uniformed security personnel, and therefore, sees the need to consider alternative approaches to combating crime, and improving safety on campus. Initial assessments have been concluded, and a crime density map developed. On the basis of the crime density map the appropriate solution design has been formulated and costed. The design anticipates a future handshake with a nation-wide CCTV solution for National Security.

I am happy to report that plans are far advanced towards the deployment of state-of-the-art electronic surveillance system including Close-Circuit Television (CCTV) cameras at all locations on Campus. Already, the Public Procurement Authority (PPA) has granted UG the permission to engage Huawei Technologies (Ghana) S.A. Limited to provide CCTV solutions using single-source procurement method. The total cost of the project will be US\$4,169,586.41 (Four Million, One Hundred and Sixty-nine Thousand, Five Hundred and Eighty-six US dollars).

Due to funding constraints, implementation will be done in two phases with our immediate focus on the identified high crime areas, including the Balme Library area, student and staff residential areas, principal streets and the banking area. We will appreciate the support of our Alumni, stakeholders and partners and individuals in funding this laudable initiative.

Financial Reforms and Savings

Madam Chancellor, Management has resolved to build strong institutional systems and structures, which will stand the test of time, and lead UG into a prosperous future. I am pleased to inform you that following the restructuring of the Internal Audit Directorate and enforcement of fiscal disciplines in

accordance with the financial reforms being implemented, the University has recorded savings of approximately GH¢ 2,122,000 (Two Million, One Hundred and Twenty-Two Thousand Ghana Cedis) during the 1st Semester of the 2018/19 academic year. We propose that the savings made will be channeled into special monumental projects for the university, and labelled as such.

Madam Chancellor, let me use this opportunity to congratulate all colleagues who have carried the message of prudent use of financial resources so far, and have contributed in no small way to ensure that the university runs efficiently by cutting down costs and adhering strictly to the value-for-money culture. It is our intention to intensify the reforms and secure a buy-in by requesting Heads of Units to submit periodic reports on what they are doing to achieve savings and how much they have saved. This, we believe, will make them own the savings culture.

In a bid to institutionalize and strengthen the structures to sustain the financial reforms, and enhance visibility, a number of policies, and initiatives have been developed recently, namely:

- i. Internal Audit Charter.
- ii. Constitution of the Audit Committee.
- iii. UG Branding strategies: Branding Manual, Marketing Communications Policy, and Customer Service Policy.
- iv. Risk Management Policy.
- v. Restructuring of the Internal Audit Directorate.
- vi. Restructuring of Finance Directorate. The report of the Audit committee is out, and will be placed before Council soon.
- vii. Restructuring of the Procurement Unit to a Logistics Directorate. Already, two sensitization seminars have been held as part of the implementation processes.



Officials, Members of Convocation, Minister of State for Tertiary Education, Guest Speaker and Valedictorian in a group photograph



Mrs. Mary Chinery-Hesse, Chancellor delivering the Opening Address



Prof. Ebenezer Oduro Owusu, Vice-Chancellor, making remarks at the ceremony



Prof. Francis Dadoo, Pro-Vice-Chancellor, Research, Innovation & Development delivering the Vice-Chancellor's Address



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



**Mrs. Mavis Otoo-Ayeh, College Secretary, College of Humanities,
speaking at the ceremony**



**Mr. John Maxwell Addo Jr. delivering the
Guest Speaker's Address**



Mr. Kwabena Baah-Boakye, delivering the Valedictory Address



Cross section of graduands at the Congregation ceremony



Graduands being congratulated by Officials and Dignitaries



Some parents, guardians and invited guests at the ceremony

- viii. Adoption of International Public Sector Accounting Standards (IPSAS).
- ix. Crisis Communication Team.

I wish to take this opportunity to appeal to all employees, students and other internal and external stakeholders of the University to embrace the implementation of these reforms to ensure that, together, we make judicious use of our financial and other resources to promote efficiency as we march towards becoming a world-class research-intensive University. As is natural with human societies, there are bound to be agents who will surely resist the wind of changes currently taking place. I appeal to such agents to come on board with transformed hearts and minds, in the interest of the future of this great institution, which is undoubtedly, a huge national asset and heritage.

Financial Aid to Students

Ladies and gentlemen, the Students Financial Aid Office (SFAO) has the mission of minimizing the financial barriers that would prevent brilliant but needy students from having access to studying at the University of Ghana. Donations to support needy students grew from approximately One Million, One Hundred Thousand Ghana Cedis (GH¢ 1,100,000.00) in 2016/2017 to approximately Three Million Ghana Cedis (GH¢ 3,000,000.00) in the 2017/2018 academic year, representing about 155% increase over the previous year.

During the period under review, a total of six hundred and fourteen students (614) out of nine hundred and twenty (920) applicants were awarded scholarships. This represents 66.7% of all scholarship applicants. The 614 scholarship awardees comprised 424 males representing 69.1% and 190 females representing 30.9%.

Management expresses its profound gratitude to all donors for their regular support towards the reduction of the financial constraints of our needy students and we encourage other individuals and corporate bodies to come on board to support us in this venture.

Sporting Activities

The University of Ghana Sports Fund (UG SPORT FUND) is an initiative to motivate and support talented but needy student athletes of the University of Ghana, and to attract potential talents for admission into the University. It is the first and the only sport fund in any public university in Ghana. The fund has so far enabled the Sports Directorate to sponsor 4 female students and 16 male students.

The UG policy for admission of athlete students with the acronym UG-PAAS which we introduced a few years ago, has yielded significant positive results. I am pleased to note that the University of Ghana team excelled at the just ended West Africa University Games held at the University of Port Harcourt, Nigeria, and returned to Ghana with a record number of medals in various events. UG placed 3rd with thirty-eight (38) medals, setting a new record unparalleled by any Ghanaian University in any international competition.

Well Wishes to Graduands

And now to the graduating class who are the reason we are here today. This is a moment that comes with a strong sense of achievement. Today, the University is officially dispatching you into the wide world as its able ambassadors.

As ambassadors of this great University, be guided by, and exhibit the core values of the University: Loyalty, Respect, Integrity and Commitment. Besides these values, I urge you, and by extension, the youth of this nation, to also aspire to be disciplined, honest and modest in all your endeavours.

Seek excellence, believe in yourself, work hard, plan ahead, and be ethical in all your dealings; these virtues will lead you on the path to success.

Remember that in life, there are no short-cuts. Therefore, eschew greed, quick fixes and craving for money, which are the roots of many evils in our society today.

**GUEST SPEAKER'S ADDRESS BY
MR. JOHN MAXWELL ADDO JNR.**

The Chancellor,
Vice Chancellor,
Pro-Vice Chancellors,
Registrar,
Members of Council,
Members of the Advisory Board of the College of Humanities,
Members of Convocation,
Hon. Ministers of State,
Members of the Diplomatic Corps,
Distinguished ladies and Gentlemen,
Graduands

Good morning.

I would like to extend my sincere gratitude to the University authorities for the invitation to be a guest speaker for this august occasion. It is a privilege and an honor for which I am grateful. This is made more special for me personally as I missed my own graduation ceremony from this great university some 20 years ago in 1998, as I was studying in London for my Masters degree at the time. This is therefore full circle for me and very surreal. My wife and I also met right here on campus some 20 years ago when I was in my final year and she was in her first. We both graduated with two certificates, a degree and a marriage certificate (in addition to what our parents had in mind for us).

My heartiest congratulations to all the graduates today be it at Bachelors, Masters or Doctoral level and also to the proud parents and lecturers that have made this success possible. By completing your various courses of study, you have proven to the world that you have achieved and acquired a certain level of knowledge, discipline and intellect, and the world will hold you to a higher standard than your peers who do not have university degrees. With this achievement comes a great level of responsibility to yourself, your respective families and society at large. A responsibility that you will be held up to, for the

rest of your lives and which you must not take lightly. Indeed, “to whom much is given, much is expected”.

I believe my role here this morning is not to share policy ideas for legislation, a government minister would have been invited if that were the case. For the past 20 years I have been in the business of developing people capabilities, systems and processes in large Corporate environments and would like to share with you a few of my experiences which hopefully should guide you as you chart your own paths and embark on this great journey of life.

Firstly, develop a personal Vision for your life and a Set of Values – Have a big “Why” for your life.

You should develop a plan for yourself which helps you answer the question “why am I here” and what is my role in this world? This is not a question you will find immediate answers to, but should do so at some point in the near future. This is beyond meeting career and family goals but fundamentally about your role in this world.

In answering these questions for yourself, please note that each journey is unique and should not be compared to any one else's. To compare yourself is to lose sight of how “wonderfully and fearfully” God the creator has made you as a person. As an HR professional I have been amazed at people coming to me 5 to 10 years into their careers to complain about why a colleague (who was a mate in school) has been promoted ahead of them (without any reference to their own performance). I have heard of cases of depression and alcoholism because people forgot their way. Comparison with others will either give you an inflated sense of self or make you feel inadequate.

Secondly, whatever you do in life, give it your best shot and God will bless your efforts. Not all the seeds you sow will bear fruit immediately but they will do over time. Do not forget that great success is built by small daily efforts over a period.

Malcolm Gladwell in his bestselling book the “Outliers” espoused the 10,000 hour rule which basically states that you need 10,000 hours of practice to build true expertise in any endeavor. The 10,000 hour rule has been widely

bashed, but the basic underlying principle is that natural ability requires a huge investment of time in order to be made manifest.

Thirdly, wherever you find yourself, have a voice! I have again been surprised at how many of us do not speak up in corporate environments or choose to look away when we should be challenging the status quo, for fear of victimization and also to preserve ourselves. I will encourage each and every one of you to speak up, speak up against injustices in your environment and communities, but speak up with decorum and wisdom. It is only in speaking up with courage, will we leave this world in a much better place than we came to meet it.

My next advice to you will be for you to be mindful of your personal brand as you step into the world. Your personal brand is built through your work ethic, communication style, dress sense and above all your personal Values. Your personal brand over and above your technical knowledge will define the level of responsibility that you will be reposed with, as you progress through your chosen careers.

As part of building your personal brand,

- I. Play to your strengths. Discovering what your natural strengths are is also related to the initial question of your big “why”? You are more likely to excel at what comes to you naturally than follow the crowd or chase options that you think are financially rewarding.
- II. Have an elevator speech. An elevator speech is a clear, brief message or advertisement about yourself. It communicates who you are, what you're looking for and how you can benefit a company or organization. It's typically under one minute, the time it takes people to ride from the top to the bottom of a building in an elevator.
- III. Be mindful of what you put on Social media. Employers and Vetting committees are searching social media like Facebook, Twitter and Instagram to gain information on candidates. If you don't want a future employer or business partner to read or see a post, resist the temptation to put it out there.

- IV. Take responsibility for your own career development. Industrial psychologists tell us that 70% of adult learning is experiential or on the job/20% by coaching from a more experienced person and only 10% is through formal classroom based training programs. You must build formal and informal networks that will help you develop your skills.

According to Mckinsey, intelligent agents and robots could eliminate as many as 30 percent of the world's workforce by 2030. The likelihood of robots strolling the streets of Accra seem like a distant possibility, but the point here is that you will be competing with machines for opportunities, and hence the personal development challenges of your generation will be greater than mine.

- V. Above all else, have Integrity. Integrity is one of those words which are commonly used by Corporate and large institutions as part of their Values statements, and yet probably one of the rarest Values in our society today.

In spite of the proliferation of churches and other religious organisations in our society, there is a dearth of values like honesty and integrity reflected in our everyday lives. The recent failures in the Banking industry in Ghana, leading to the collapse of some Banks and consolidation of others, can be traced to the failure of integrity in leadership.

In a few years, many of you will be in positions of authority with the responsibility for awarding contracts. You must resist situations of conflicts of interest and the temptation to take kickbacks. You can make an honest living without resorting to bribery and corruption in all its forms.

I would like to take this opportunity to call on educational institutions and religious bodies in the country to review their current teaching strategies on values as it seems we are losing the war on corruption as a country, together with its negative impact on foreign direct investment and our national development.

Ladies and Gentlemen, as you chart your individual journeys, you may have to

deal with failure. Failure teaches us invaluable lessons in life, and builds resilience and humility. Your source of blessings will also provide you with the most challenge. The contract or position that you aspire to, will also be your source of stress and may keep you up at night, sometimes with adverse health impact. Ultimately, these challenges will strengthen you. My advice will be that you fail forward and fail fast, but learn all the lessons failure teaches earlier in your career and use the lessons as a springboard. Failure later in your career can be costly. If you are not failing at something, you are probably playing safe. Don't be fooled by any outward appearances of success, focus on your own unique path. Stories of failure usually go untold. I failed to get into the Standard Chartered Bank graduate program in London in 1999 but was hired 2 years later by the same Bank into a Managerial position and went on to work for them in 3 different countries and win many internal awards with the Bank along the way.

When things get tough ladies and gentlemen, your support systems and your faith will sustain you, not the one thousand followers or number of likes on Facebook. You are advised to cultivate both your faith and close relationships with family. Quality and not quantity is the key.

My last advice to our graduates today will be on professionalism. I have found in the course of my career that there are very simple ways to differentiate yourself as a professional. I would like to share some effective guidelines which I have found very useful in my own journey.

- I. Answer all your emails and return telephone calls within 24 hours. Same day responses should be your gold standard.
- II. Send a “hold note” if you can't respond to an email within 24 hours. A hold note is a simple acknowledgment of an email even if you don't have all the information requested.
- III. Don't make commitments you can't meet, in other words, only promise what you know you can deliver.
- IV. Always meet your deadlines, more importantly negotiate a deadline extension before the expiry of the deadline if you can't meet it for any reason. You lose credibility over time otherwise.
- V. Be the first to arrive to work, and last to leave whenever possible. This is especially important at the beginning of your career.

- VI. Volunteer for additional work and help work colleagues who may need your assistance.
- VII. Look for ways to improve the work that you do, it can be as simple as designing a new template or form. Don't leave a job the same as you met it.

All the above guidelines will enhance your personal brand as a professional.

Now to the parents.....even as you join in the celebrations today, please note that your work is not yet complete. You will need to continue to provide emotional support and in most cases financial support as well. We must not compare our children's progress in life with their friends who may seemingly be doing better financially. You may not know the full story. Too much pressure may lead your children to take short cuts which may lead to unintended consequences. Success (however defined) comes to all in the end with hard work and focus.

To the University authorities.....I have asked myself in retrospect what university experiences would have prepared me better during my time here for my own journey and the world? The answer is this;

- An education that was more cognitive than memory based.
- An education that fostered more innovation – both social and technological.
- Training on emotional intelligence and support with Career guidance.
- Computer skills, which I have had to learn on the job.
- Some entrepreneurial Skills training.

In conclusion, the world that you are stepping in to is constantly changing with technological advancements and innovation. In all this change however, you will have to be true to yourself and establish your moral compass centered on integrity. Have a personal vision for your life, whatever you do give it your best shot. Continuously develop your unique talents and abilities, Speak up – and challenge the status quo, Embrace the lessons that come with failure, be conscious of your personal branding, be a professional and chart your very own unique path.

“Do not follow where the path may lead you, go instead where there is no path and leave a trail – Ralph Waldo Emerson

Class of 2018 I wish you all the best in your individual journeys.
May God bless you, God bless our great University and may God bless our homeland Ghana.

Thank you

**REMARKS BY PROF. KWESI YANKAH,
MINISTER OF STATE, TERTIARY EDUCATION**

Graduate Students

Madam Chancellor, Members of University Council, Vice Chancellor, Pro-Vice Chancellors, Provosts, Deans, Heads of Departments, Convocation, Graduates and Parents. I have been asked to say a few words on this occasion and I have obliged to make a few remarks. This cohort of students splendidly dressed before us, are graduating from the graduate school, and I have to directly address you as you exit the Legon portals colourfully decorated by the University with various postgraduate degrees.

Many advanced countries distinguish colleges from universities, even though both of these institutions grant degrees; the difference being that Universities are distinguished by having gone beyond undergraduate degrees and also offering post graduate degrees.

Most African universities are predominantly undergraduate teaching institutions. Very few can truly be said to be research universities; these include University of Ibadan, which even though established in the same year as University of Ghana in 1948, now has a graduate population of over 40%-45% of the total student body. The University of Ghana's graduate population is still about 11 % eleven percent of the total student body having tremendously scaled up efforts from the 6% enrolment some 9 years ago.

Independent Thinking

But graduate training has been a distinguishing mark for universities the world over, since the construction of knowledge and the quality of research move several notches up. Similarly, the student is not simply a student anymore; he\she is expected to be good enough to create knowledge and impart this knowledge created to the young ones. Graduate work indeed takes you to the threshold of being your own man or woman. And when you accomplish

graduate work, depending on your level of attainment, the period of apprenticeship may be over, and you are preparing to take off as a master craftsman, seeking to impart knowledge you have *i n d e p e n d e n t l y* constructed through research, thesis writing, project work, etc.

That level of education naturally adds value to your analytical perspectives, your sense of inquiry, and the quality of your analysis in every department of life. Indeed the world over, post graduate education has been considered as one of the key performance indicators in economic development. The total list of indicators includes post graduate enrolment, proportion of academic staff with doctoral degrees, research funding per academic. Orientation to research is key in the graduate school, for doing research is supreme. But why research?

Data Shortage

Research is key in renewing the content of curriculum across all levels of education. New knowledge and innovation help to inject new life into teaching and learning. At the level of tertiary education, the more new knowledge we introduce to students, the more we get students to be more and more inclined towards research, independent thinking, and the urge to cultivate originality, and intellectual creativity. As a country, as a continent, we are simply fed up being stereotyped as perpetually hooked to quaint and outworn knowledge, indeed as institutionalizing the recycling of obsolete, imported ideas, even if these are of no relevance to our local circumstances.

The passion for research and critical analysis, naturally has a significant impact on the quality of a nation's development. The passion for evidence-based analysis deepens, so is the appetite for data, data, data, as the basis for planning planning, planning. I say this to lament the relative paucity of reliable data in almost every department of life in African countries, giving one the sense that we do our planning for development virtually on the basis of conjecture. We sometimes decide people's health status on the basis of guess work; we sometimes plan future of education, on the basis of inaccurate and statistics. We indeed run our nations suddenly into a ditch, simply because there was no data or dashboard, antenna or compass to tell us we are moving towards a deep trench.

Happily, here comes our cohort of graduate students graduating today, to change the game. Here you come to tell the world: we can add value to the nation's sense of planning, our nation's agenda for development. Where planning in 20th century Africa was fed on empty data, here we come with tools that can change the destiny of this country, the destiny of Africa.

Capacity Building

But graduate work is also the cornerstone by which an academic institution renews itself, and builds its own capacity to replace ageing faculty and staff. I refer to the distinctive significance of the doctorate degree, as a major tool by which ageing faculty may be replaced in universities.

The ongoing debate about ageing and retiring faculty in universities is also a statement on the capacity of graduate schools to expedite the production of doctoral degree holders to replace retiring faculty. Indeed, not only should universities step up the production of doctoral degree holders. We should make a conscious effort to produce terminal degree holders who are below the age of 30, that way they have the opportunity to themselves disseminate, or even further interrogate the knowledge they have produced long before they retire.

Graduate Reforms

The current trend of targeting a PhD at a very advanced age, should give way to doctoral degree attainment in a modern society at a primeage. This has been considerably facilitated by educational reforms which have drastically reduced the average age of entering a university, from 21 in yesteryear to 17. This should be - followed by structural reforms in all graduate schools, including accelerated doctoral programs where smart final year undergraduate students are earmarked and soon put on accelerated doctoral programs, as is done in several countries. The University of Ghana itself has experienced such reforms in the recent past and should maintain the momentum and speed up doctoral training.

The Ministry of Education has finally received a monumental document put together by the Cliff Tagoe Committee on Ghana's Tertiary Education Policy,

**VALEDICTORY ADDRESS DELIVERED BY
MR. KWABENA BAAH-BOAKYE**

Chancellor
Deputy Minister of Education in charge of Tertiary Education
Members of the University Council
Vice-Chancellor
Pro-Vice Chancellor
Registrar
Provosts, Deans and Directors
Guest Speaker
Chairman and members of the Advisory Board of the
College of Humanities
Members of Convocation,
Staff and Students,
Alumni,
Fellow Graduands,
Ladies and Gentlemen

Let me first of all borrow the words of the poet Alfred Lord Tennyson in congratulating all of us graduands in here. Alfred concluded his poem “Ulysses” aptly by saying “To strive, to seek, to find and not to yield” Indeed, we have done nothing but these! We are graduating today and we all share in the applauds given as I walked up here. I want to encourage all of us in here to give another round of applauds to our elegantly dressed graduands.

We did this together, but I got more fortunate; I get to be on this podium for a few minutes longer than all of you.

I stand here with mixed feelings – deeply grateful, sincerely touched, and extremely humbled to have been chosen to speak on behalf of all graduands from postgraduate programmes in the College of Humanities.

I sincerely cherish the posh recognition as valedictorian of all postgraduate students graduating from:

The School of Arts,
School of Law,
School of Languages,
School of Social Sciences,
School of Performing Arts and
The Business School.

Please indulge me to make this moment a memorable one as this might be my only opportunity to be a valedictorian. I hope my speech conveys the emotion, gratitude and sense of pride we all feel in this moment.

And so let me begin by saying thank you to the leadership and lecturers of this respectable university, and particularly the College of Humanities. All the lecturers we enjoyed nicknaming; Mongye mo two wai! Thank you all especially for taking the time to supervise our dissertations and reset questions for us when we had to resit some of our papers.

Now to my colleague graduands and friends, we made it!
What a journey it has been! As Charles Dickens put it, it was the best of times and the worst of times.

We made it through:

Raising funds to pay for our fees;

The rigour of our various programmes;

The stress of preparing well enough for our examinations and quizzes;

The traffic we had to endure to get to class;

The balancing of our academic duties with family and professional life;

Those strange equations we had to memorize;

And the long texts we had to read;

Photocopying one reference material after another;

Those early morning weekend lectures;

The nerve-wracking presentations we had to do in class;

All the lectures we enjoyed and endured. Happily, they have all paid off and we get to celebrate today!

Permit me to say special congratulations to the Counterfactual MDEF Class and all my fellow backbenchers in the building. Special appreciation to Class President Nicholas De-Heer and the gentle Kofi Ennin!

My study mates: Augustine, Nathaniel, Bright, Koo Emma, Emma Lartey and Jenny; thank you guys!

Jesse Amoako and all mothers who delivered babies in the course of their programmes, we are so proud of you and hope the babies exceed our achievements.

Now, I want to take this opportunity to share a short message on responsibility. While we party today to mark the end of our rich academic journey, we should stay minded the responsibility of putting knowledge into action.

I challenge you all to go out there and make a difference wherever you find yourself with your postgraduate degree. We will not all be presidents, or ministers or be in public office. But wherever we find ourselves we can make a small difference.

When you make a small difference in your corner, and I make a small difference in mine, your effort adds to mine, and the little drops become a mighty wave that can transform our country.

For after all, of what use is education if it does not lead to change?

The world is more malleable than we think and it's waiting for us to hammer it into shape. So let us make the most of each day, let us make the most of each moment. Let us put our new knowledge to use. Let us change this country, and leave this world a better place than we found it.

I conclude with my guiding principle in life which happens to be a Dr. Martin Luther King Jr. quote “Whatever your work is, do it well. A man should do his job so well that the living, the dead and the unborn could do it no better”

Thank you all for your attention, and may God bless you.

**CLOSING ADDRESS BY CHANCELLOR
MRS. MARY CHINERY–HESSE**

Distinguished Guest Speaker,
New Graduates,
Distinguished Ladies and Gentlemen;

You agree with me that this morning's ceremony has been very successful. As we end the ceremony, I would like to salute all who have worked hard to ensure a successful event, especially all those who played various roles in the planning and organisation of this event.

Our new graduates have all worked hard over the periods that they have been students at this University and they deserve all the laurels that they have acquired.

I congratulate you on your achievements and urge you all to be worthy ambassadors of the University of Ghana. I wish you success in your future endeavours.

On behalf of management, I would also like to thank all teachers and the management teams of the various units who have worked together to ensure that your stay in the university has been fruitful. The University appreciates all the efforts that have been put in this enterprise.

We are happy that so many family members and friends of the graduates were able to join in this celebration. I say a special congratulation to the parents of the graduates.

I also thank the guest speaker for today, for the very inspiring message to all of us. To our invited guests, alumni and friends of the University be assured that we appreciate your presence and participation in the ceremony. I wish everyone a safe journey back to your destinations.

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

Thank You.

