

OFFICE OF THE VICE-CHANCELLOR



ONBOARDING FOR NEWLY APPOINTED OFFICERS

ADDRESS BY:

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UNIVERSITY OF GHANA**

Distinguished Colleagues,

I am delighted to welcome you all to this onboarding programme for newly appointed officers. Your presence here marks a significant milestone in your career at the University of Ghana. By dint of hard work and a commitment to excellence, you have presented yourself before various panels and Committees and justified your inclusion hence your appointment to these positions. Let me use this opportunity to heartily congratulate you all and wish you a very successful tenure.

Importance of the Onboarding Process

As you may be aware, onboarding processes are a crucial part of every institution. They provide an opportunity for training and retraining and provide insights into administrative procedures, operational systems, workplace protocols and organizational culture. This onboarding session is designed to equip you with the requisite knowledge as you transition into your new roles. The sessions will expose you to institutional policies and procedures, essential administrative systems and tools, and professional development opportunities and also provide you with networking opportunities.

Our Core Values

At the heart of our institutional excellence is a commitment to upholding the cardinal virtues of Integrity, Commitment, Respect and Loyalty. These core values are the standards by which we must always hold each other accountable.

Our Strategic Direction

As newly appointed officers, you are now an integral part of our administrative framework. As you take on these assignments, you are expected to demonstrate leadership, maintain the highest standards of professional conduct, and contribute to our institution's overall growth and development. Your roles are essential to our strategic direction, which include

1. ***Our Aspiration:*** to transform lives and societies through unparalleled scholarship, innovation and result-oriented discoveries.
2. ***Our Vision:*** to achieve global impact through innovative research, teaching and learning, using a technology-driven and people-centred approach and
3. ***Our Mission:*** to create an enabling environment that makes the University of Ghana increasingly relevant to national and global development through cutting-edge research and quality teaching and learning.

Our New Strategic Plan (2024-2029)

I am particularly excited to reiterate that the University has a Strategic Plan, which will guide our institution's trajectory over the next five years. Our plan is thoughtfully structured around five transformative pillars, each supported by carefully crafted strategic priorities that will serve as our compass towards excellence.

1. ***Transformative Student Experience:*** Our resolve to create an enriching ambience where we can train critical and adept thinkers who will impact lives globally is central to this strategic priority. As officers in your various capacities, you will be expected to implement processes and enhance systems that enrich the student experience from admission to graduation.

Objective 1.1: Attract and retain promising students from diverse backgrounds.

Objective 1.2: Develop innovative curricula that respond to the future of work.

Objective 1.3: Enhance the learning experience of students through the use of cutting-edge technology.

Objective 1.4: Support student learning by equipping educators with current and appropriate pedagogical skills and tools.

Objective 1.5: Foster an inclusive and supportive university environment, through improved services, to nurture students' physical, social and mental wellbeing.

2. ***Impactful Research:*** To strengthen our focus as a research-intensive university, it is necessary to advance knowledge that fosters innovation and addresses both global and local challenges. In this vein, we must cultivate top-tier research talent, bolster our research infrastructure and actively seek research funding. Your role as officers should be to provide the necessary administrative support, training and encouragement to enable researchers to excel in their scholarly pursuits.

Objective 2.1: Attract, nurture and retain diverse and globally competitive research talent.

Objective 2.2: Increase research funding.

Objective 2.3: Improve grant management processes to support impactful research.

Objective 2.4: Promote multi-disciplinary research to address complex societal challenges.

Objective 2.5: Support innovation and knowledge transfer for impact.

3. ***Commitment to Faculty and Staff:*** As a people-centred institution, we must invest in our human capital who are a pivotal part of our day-to-day operations. These investments will not only increase our productivity but also promote a culture of excellence which will improve our fortunes as a university. As officers, you must invest in the welfare of your staff and reward their dedication.

Objective 3.1: Enhance inclusivity and diversity to enrich the university's faculty and staff

Objective 3.2: Prioritize the well-being of our faculty and staff through comprehensive health and wellness programmes.

Objective 3.3: Improve the productivity of faculty and staff by providing state-of-the-art

infrastructure, administrative and logistical support.

Objective 3.4: Expand opportunities for the continuous development of the competencies of all categories of faculty and staff.

Objective 3.5: Celebrate the achievements of our faculty and staff with a transparent reward system.

4. *Engagement and Partnerships:* For us to thrive, we must engage local and global institutions, associations, industries and governments to enhance the quality of our education and initiatives while making meaningful contributions. Each of you is required to play a vital role in securing these mutually beneficial partnerships and ensuring their sustainability.

Objective 4.1: Establish and strengthen strategic partnerships for mutual benefits.

Objective 4.2: Enhance outreach and advocacy with International Partners to address global challenges.

Objective 4.3: Strengthen collaborations for research, scholarship, and faculty and staff development.

Objective 4.4: Expand international experience for faculty and students, through internationalisation of the curriculum and equitable exchange opportunities.

Objective 4.5: Enhance outreach and advocacy to address national development and community needs.

5. *Sustainable Resource Mobilisation and Stewardship:* At the University of Ghana, the mobilisation and efficient use of resources are also crucial to the attainment of all our strategic objectives. As officials, you will be

required to implement efficient systems that ensure optimal use of our resources to maintain the value of our physical, financial, intellectual and other knowledge-based products.

Objective 5.1: Increase and diversify internal and external revenue streams.

Objective 5.2: Improve operational efficiency, financial management and accountability.

Objective 5.3: Strengthen the management and maintenance of the University's assets.

Objective 5.4: Promote intelligent procurement practices.

Objective 5.5: Promote sustainable infrastructural development.

As illustrated above, each of these strategic priorities has been linked to five strategic objectives which will guide our daily operations and serve as a blueprint towards the attainment of our institutional goals.

I trust that this onboarding programme will help you transition seamlessly into your new roles and empower you to work hard and channel your efforts towards making the University of Ghana a shining example for others to emulate.

Let me conclude by reiterating my warm welcome and congratulations to each of you. Your appointment reflects our confidence in your abilities and potential. As we hold each other accountable to our cardinal virtues of Integrity, Commitment, Respect, and Loyalty, let us work together towards our shared vision of transforming lives and societies through excellence in education, research, and innovation.

Thank you, and I wish you a productive and enlightening onboarding experience.

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