



# Redeemer's University

Ede, Osun State, Nigeria

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## What UniMed can learn from other Universities: The Case of Redeemer's University

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Vice-Chancellor, Redeemer's University, Ede

Tuesday, 2<sup>nd</sup> February, 2016



**REDEEMER'S  
UNIVERSITY**  
...running with a vision



# Appreciation





# This Programme

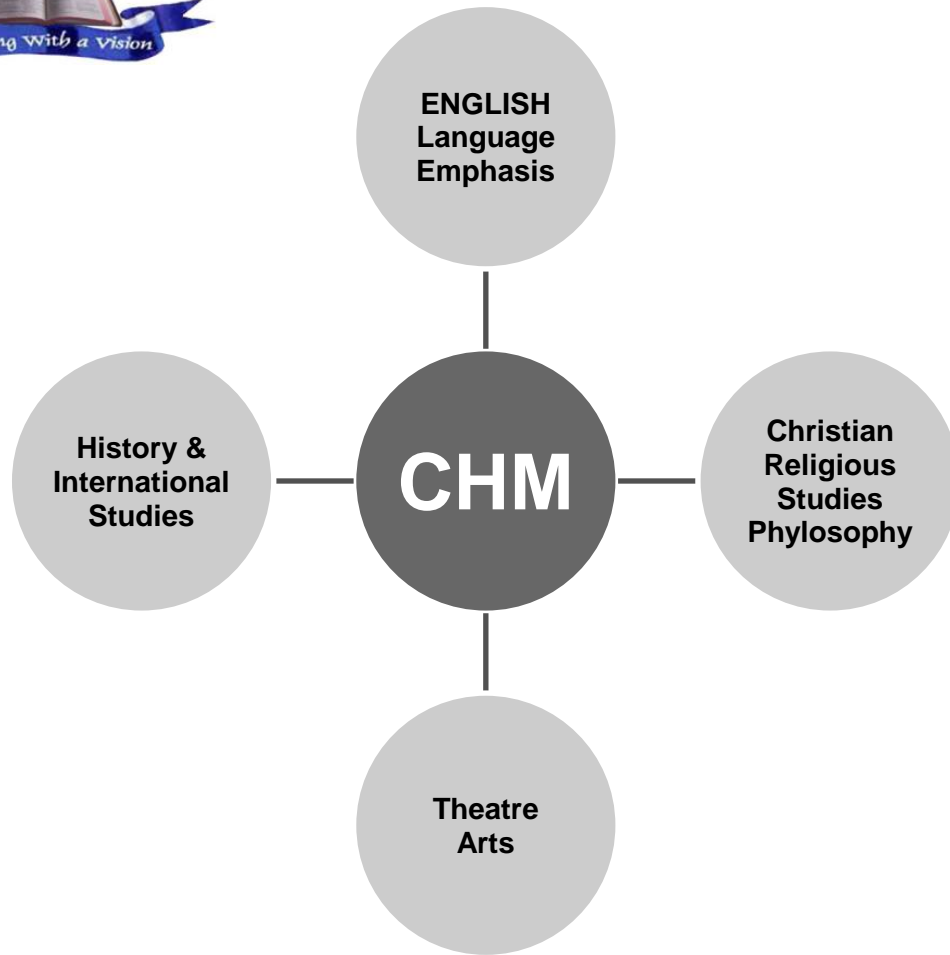
- ❖ **A Retreat presents an opportunity for a sober reflection.**
- ❖ Retreats are ways to build the all important team spirit and bonding.
- ❖ **Retreats also serve as means of communicating strategic issues in an all encompassing way, helping to maintain quality and efficiency of service.**
- ❖ This retreat should also answer questions bothering the minds of members of the community



# Redeemer's University: Who we are

- ❖ The **Redeemer's University** is a faith-based initiative of the Redeemed Christian Church of God.
- ❖ University took off at the Redemption Camp on October 11, 2005, with students who were admitted into three Colleges to pursue degrees in various programmes.
- ❖ The Redeemer's University has become an attraction for distinguished and accomplished academics.
- ❖ There are four (4) colleges running various undergraduate and postgraduate programmes in the respective Departments.





Lecture Hall





# College of Management & Social Sciences

**CMS**



**PSYCHOLOGY  
SOCIOLOGY  
SOCIAL WORK**

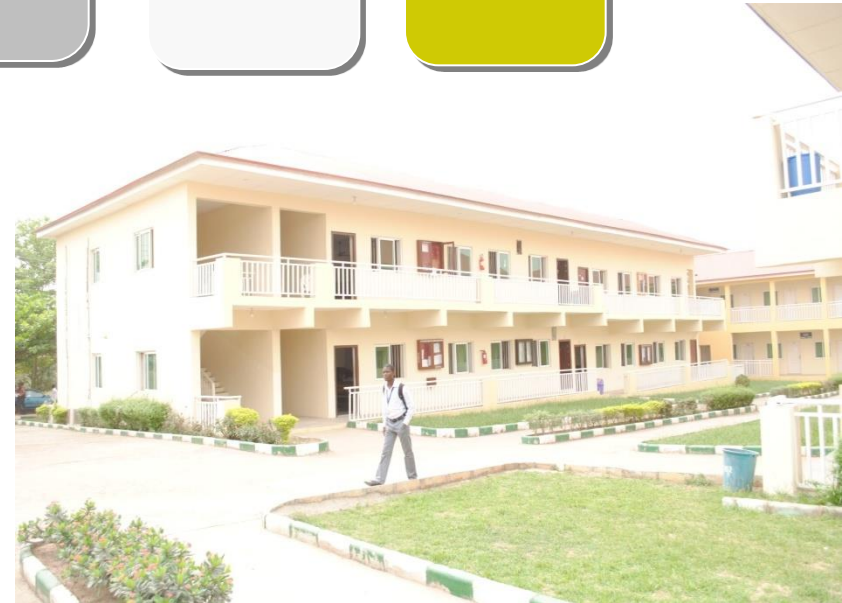
**BUS. ADMIN  
ECONOMICS  
MARKETING**

**Accounting  
Actuarial Sci.  
Banking &  
Finance**

**Mass  
Comm.**

**Pol. Sci.  
Public  
Admin**

**Tourism Mgt.  
Transport &  
Logistics**



# COLLEGE OF NATURAL SCIENCES



**CNS**

**Biochemistry**

**Computer Science**

**Industrial Chemistry**

**Statistics**

**Industrial Mathematics**

**Microbiology**

**Physics with Electronics**

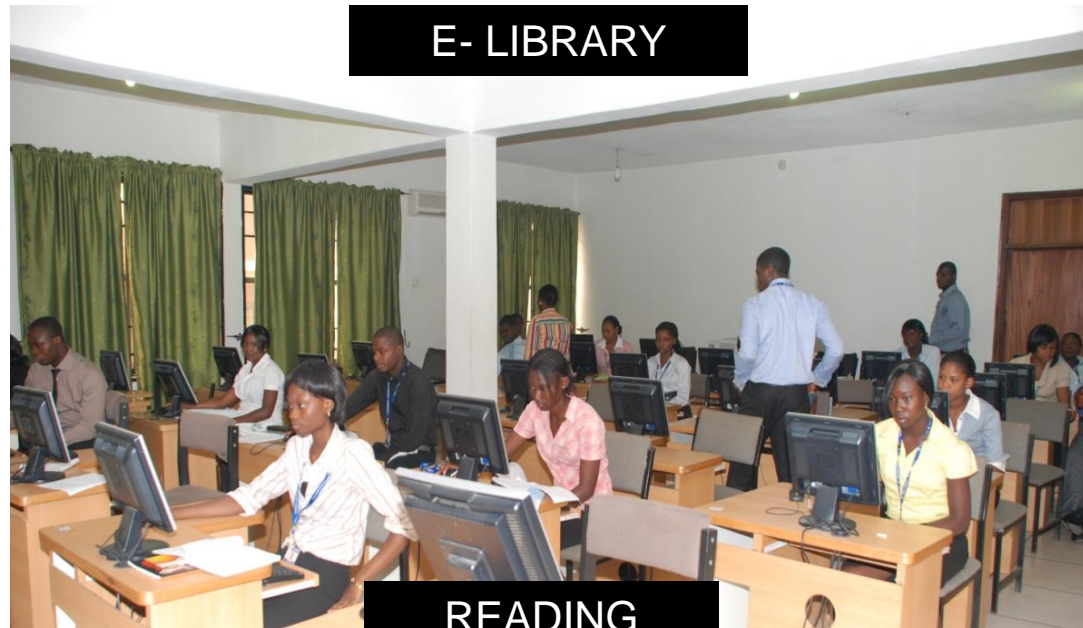






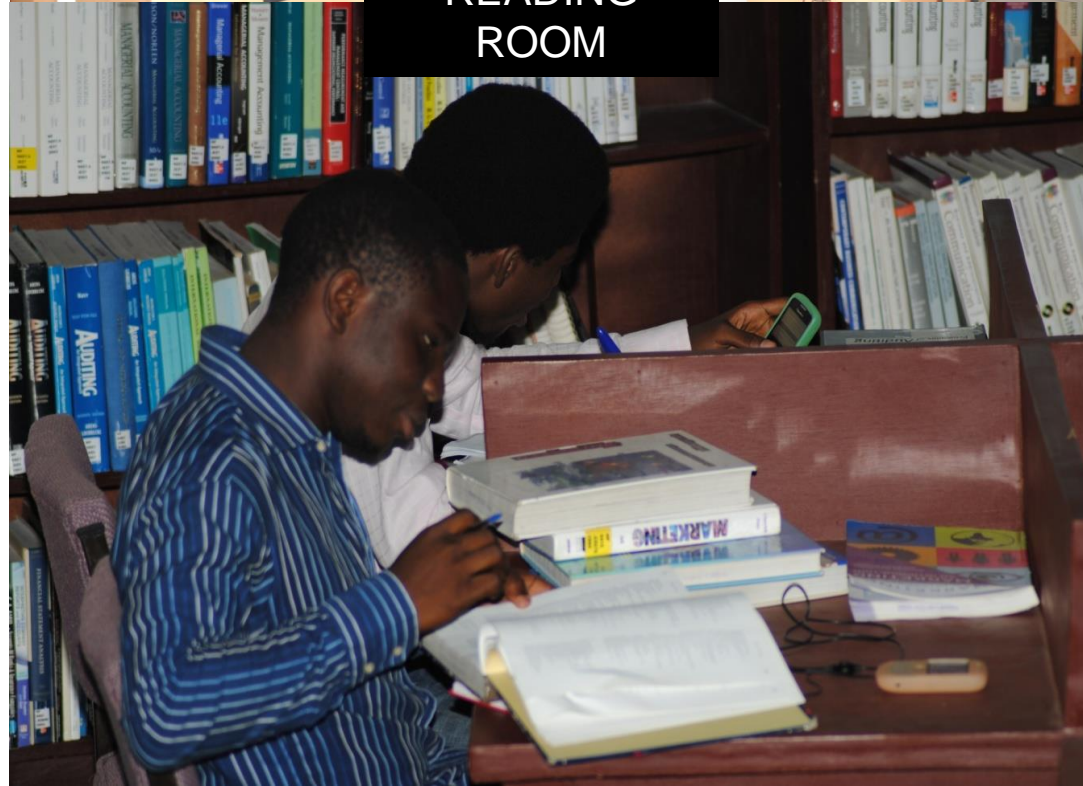
**The Library which can seat 600 readers at a time has a collection of over 22,000 books and an up-to-date collection of local and foreign journals.**

**It also gives access to over 200,000 titles of electronic resources.**



**E- LIBRARY**

**READING ROOM**







# Some Highlights of Our History

## LESSONS FOR UNIMED?

- 1) TEMPORARY SITE AT REDEMPTION CAMP  
[ABOUT 9 YEARS: 2005 – 2014]
- 2) STUNTED GROWTH DUE TO INABILITY TO  
EXPAND
- 3) RELOCATED TO PERMANENT SITE IN EDE,  
OSUN STATE (OCTOBER, 2014)
- 4) SPREAD OF INFRASTRUCTURE ACROSS THE  
LENGTH AND BREADTH OF THE PERMANENT  
SITE
- 3) RELOCATION HAS BEEN A WATERSHED
- 4) WAS ABLE TO CELEBRATE 10TH  
ANNIVERSARY & 7TH CONVOCATION AT  
P/SITE



# Our Strengths

## THINGS THAT SET US APART

- 1) **Unique University Structure**
- 2) **Qualitative Academic System**
- 3) **Strong Research Culture**
- 4) **Deployment of ICT to Drive Processes**
- 5) **Branding of the University**
- 6) **Discipline**
- 7) **Recovery of Destiny Programme**
- 8) **Staff Welfare**
- 9) **Student Welfare**
- 10) **Staff Welfare**
- 11) **Community Spirit**



# 1. Unique University Structure

## 1) UNIVERSITY GOVERNANCE

- VISITOR
- BOARD OF TRUSTEES
- CHANCELLOR
- PRO-CHANCELLOR
- VICE-CHANCELLOR

## 2) AUTONOMY

- PRINCIPLE OF NON-INTERFERENCE
- GOVERNING COUNCIL MEETS QUARTERLY
- UNIVERSITY MANAGEMENT TAKES CARE OF DAY TO DAY RUNNING OF THE UNIVERSITY
- SENATE , COLLEGE BOARDS, OTHER STATUTORY BODIES
- EACH ORGAN PLAYS ITS ROLES
- USE OF THE COMMITTEE SYSTEM





## 2. Qualitative Academic System

### 1) AUTO REGISTRATION SYSTEM

- FULLY AUTOMATED REGISTRATION SYSTEM
- AUTO SELECTION OF COURSES (COMPULSORY, ELECTIVE, ETC)
- AUTHORIZATION SYSTEM
- E-CLASS REGISTER
- USE OF ONLINE CURRICULUM

### 2) LECTURES

- ATTENDANCE BY BOTH LECTURER AND STUDENTS (80%)
- QUALITY OF LECTURES (COVERS SYLLABUS, INTERACTIVE, EXCELLENT PEDAGOGY, ETC)
- QUALITATIVE LEARNING TOOLS (INTERACTIVE BOARDS, TABLETS, ETC)
- QUALITATIVE FEEDBACK THROUGH ASSESSMENT (MARKING AND RETURNING OF SCRIPTS FOR ASSIGNMENTS, TESTS, ETC.)







## 2. Qualitative Academic System (Cont'd)

### 3) LABORATORIES

- WELL EQUIPPED LABORATORIES
- ENHANCED TRAINING DUE TO NON-EXISTENCE OF MASSIFICATION (EXCELLENT STUDENT/TEACHER RATIO)
- STATE-OF-THE ART EQUIPMENT

### 4) EXAMINATIONS

- STRICT MONITORING OF EXAMINATIONS
- USE OF COMPUTER-BASED EXAMINATION SYSTEM FOR LARGE CLASSES
- NEAR-ZERO EXAMINATION MALPRACTICES — OUTRIGHT EXPULSION FOR OFFENDERS
- READINESS OF SCORES TWO WEEKS AFTER CLOSE OF EXAMS
- INDIVIDUAL LECTURERS UPLOAD EXAM SCORES BEFORE CLOSURE OF PORTAL





## 2. Qualitative Academic System (Cont'd)

### 4) EXAMINATIONS (CONT'D)

- DEPARTMENTAL AND COLLEGE BOARD OF EXAMINERS CONSIDER THE RESULTS AUTOMATICALLY COLLATED FROM DATABASE
- SENATE BUSINESS COMMITTEE CONSIDERS AND PREPARES RESULTS FOR PRESENTATION TO SENATE
- SENATE CONSIDERS AND APPROVE RESULTS
- RESULTS ARE DISSEMINATED IMMEDIATELY TO ALL STAKEHOLDERS (STUDENTS AND PARENTS)

### 5) STRONG ACADEMIC FEEDBACK SYSTEM

- ALL STUDENTS PROVIDE FEEDBACK ON EVERY COURSE, EVERY LECTURER TWO WEEKS BEFORE EXAMS VIA AN ONLINE PLATFORM
- LECTURERS ALSO PROVIDE FEEDBACK ON ALL COURSES TAUGHT (ATTITUDE OF STUDENTS, OTHERS)





## 2. Qualitative Academic System (Cont'd)

### 5) **STRONG ACADEMIC FEEDBACK SYSTEM (CONT'D)**

- IN A DEDICATED SENATE MEETING, COMPREHENSIVE DETAILS OF PERFORMANCE INDICES ARE PRESENTED AND DISCUSSED (OPTIMAL AS WELL AS ABYSMAL PERFORMANCES)
- **STRATEGIES FOR IMPROVING PERFORMANCES ARE DISCUSSED FOR** (I) STUDENTS (II) LECTURERS AND (III) THE SYSTEM (FACILITIES, ENVIRONMENT, ETC)
- **FEEDBACK CERTIFICATES ARE GIVEN TO ALL LECTURERS INDICATING AREAS OF STRENGTH AND WEAKNESSES.**
- **BEST LECTURERS ARE COMMENDED AND GIVEN AWARDS AT THE ANNUAL PRODUCTIVITY AND AWARDS EVENT.**





# 3. Strong Research Culture

## 1) WE BRAND OURSELVES AS A RESEARCH UNIVERSITY

- STATE-OF-THE-EARTH RESEARCH EQUIPMENT
- EMINENT SCIENTISTS AND RESEARCHERS

## 2) ACCOLADES AND AWARDS

- HUMAN, HEREDITARY AND HEALTH IN AFRICA (H3AFRICA) FUNDED BY A PARTNERSHIP BETWEEN THE UNITED STATES NATIONAL INSTITUTES OF HEALTH AND THE UNITED KINGDOM'S WELLCOME TRUST (\$1.54MILLION)
- 2014 ICHEME AWARD FOR INNOVATION AND EXCELLENCE (IN DHIRUBHAI AMBANI CHEMICAL ENGINEERING INNOVATION FOR RESOURCE-POOR PEOPLE AWARD). (US\$ 10,000 PRIZE)
- SEVERAL OTHER AWARDS







### 3. Strong Research Culture (Cont'd)

- ❖ Redeemer's University gracefully emerged as the highest rated University for establishment as the African Centre of Excellence for Genomics of Infectious Diseases being funded by the World Bank
- ❖ The success of ACEGID is predicated on the strong partnership among academic, clinical, and research institutions in Nigeria, Sierra-Leone and Senegal.





### 3. Strong Research Culture (Cont'd)

The ACEGID has a mandate to

- ❖ Develop African research capacity in genomics by building a critical mass of well-trained scientists
- ❖ Empower African researchers to optimally utilize genomics knowledge and tools towards control and elimination of infectious diseases
- ❖ Create a genomics curriculum to support and promote cutting-edge genomics-based research for health advancement
- ❖ Establish a formal postdoctoral training programme in translational research in infectious diseases in Africa and
- ❖ Create a vibrant academic and research environment that is free of outside influences, and that transcends national boundaries and ensures the conduct of relevant, responsive, ethical and high quality translational genomics-based research on health in Africa.





## 3. Strong Research Culture (Cont'd)





### 3. Strong Research Culture (Cont'd)



- ❖ It is noteworthy that the first case of Ebola Virus Disease (EVD) in Nigeria was diagnosed at the Redeemer's University's African Centre of Excellence for the Genomics of Infectious Diseases (ACEGID) Laboratory.
- ❖ The Centre Leader, Prof. Christian Happi and his team were in the forefront for the containment of the disease.







### 3. Strong Research Culture (Cont'd)

- ❖ Before the recent outbreak of Lassa fever in Nigeria, our scientists published new findings showing the ancient roots of the deadly Lassa virus.
- ❖ This was revealed in the edition of the prestigious scientific Journal, Cell, published on 13<sup>th</sup> August, 2015





# AWARDS AND ACCOLADES IN RESEARCH

- In 2015, a team from the United States Department of Defence (DoD), led by Colonel Nelson L. Michael (MD, PhD), Director US Military HIV Research Programme (US-MHRP) visited ACEGID in Redeemer's University.
- To formalize research collaboration with ACEGID on infectious diseases including HIV, Viral hemorrhagic fevers (especially Lassa fever and Ebola virus Disease)





# AWARDS AND ACCOLADES IN RESEARCH

## Collaboration between Redeemer's University and US-MHRP at WRAIR in Maryland, USA

- Joint funding and research in the above-mentioned areas
- Training of Redeemer's University graduate students and faculty members by the US-MHRP at WRAIR in Maryland, USA.
- ACEGID serving as the platform for sequencing analysis of samples obtained from the US Army led PEPFAR programme across West Africa. In addition, ACEGID will train US Army PEPFAR researchers and scholars in next generation sequencing and genomics analysis.





### 3. Strong Research Culture (Cont'd)

Research collaboration with ACEGID on infectious diseases including

- HIV
- Viral hemorrhagic fevers (especially Lassa fever and Ebola virus Disease)
- Malaria and others





### 3. Strong Research Culture (Cont'd)

The collaboration will involve:

- 1) Joint funding and research in the above-mentioned areas
- 2) Training of Redeemer's University graduate students and faculty members by the US-MHRP at WRAIR in Maryland, USA
- 3) ACEGID serving as the platform for sequencing analysis of samples obtained from the US Army led PEPFAR programme across West Africa. In addition, ACEGID will train US Army PEPFAR researchers and scholars in next generation sequencing and genomics analysis.







# Our Modest Achievements cont'd

- \* \$1.54million research grant won over the next four years to support research and training of Africans in the field of genomics and building scientific infrastructure under the Human, Hereditary and Health in Africa (H3Africa) Programme
- \* Won another academic award. Our Environmental and Chemical Processes Research Group in the Department of Chemical Sciences won an award at the 2014 Institution of Chemical Engineers (IChemE) Global Awards held in Cheltenham, United Kingdom on the 6<sup>th</sup> of November, 2014.





# Research Achievements Cont'd

- The Director of ACEGID and other researchers/academics associated with center have given numerous interviews in Local (Nigerian and Sierra-Leonian) and international media houses
- ACEGID Scientists have published many research on Ebola and related infectious diseases journals with the highest impact factors: Namely
  - Science Magazine (Impact factor 44);
  - Nature (Impact factor 48; ACEGID is the featured of one article);
  - New England Journal of Medicine (Impact factor 52.8);
  - Genome Biology (Impact factor 11);
  - Viruses (Impact factor 4.5)



## AWARDS AND ACCOLADES IN RESEARCH

Redeemer's University is research oriented - We set the pace.

- ▶ Redeemer's University is one of the two laboratories that are recognised for the accurate diagnosis of the Ebola virus by the American Centres for Disease Control (CDC)
- ▶ Our researchers, alongside other collaborators, most recently published new findings showing the ancient roots of the deadly Lassa virus
- ▶ Our ACEGID team is not only the toast but the pacesetter and cynosure of the other African Centres of Excellence

Our researchers have continued to receive worldwide acclamations as they publish in highly reputable and high impact factor journals such as ***Science, Nature, New England Journal of Medicine*** and ***Cell***



## AWARDS AND ACCOLADES IN RESEARCH cond't

- ▶ ACEGID received \$1,000,000.00 (One million US Dollars donation in Equipment by Illumina and USAID).
- ▶ Winning of a \$1.54million research grant to support research and training of Africans in the field of genomics and building scientific infrastructure under the H3Africa





# AWARDS AND ACCOLADES IN RESEARCH cond't

Achievements have been made under the H3Africa Research Project:

- Project rated as one of the best by our funders, the USA National Institutes of Health (NIH) because of its tremendous output.
- In March, 2015, Redeemer's University's researchers along with their counterparts at Harvard University and Irrua Teaching Hospital discovered two new rhabdoviruses in Nigeria, in a study that was conducted in Ekpoma and its environs.





## AWARDS AND ACCOLADES IN RESEARCH

Achievements have been made under the H3Africa Research Project:

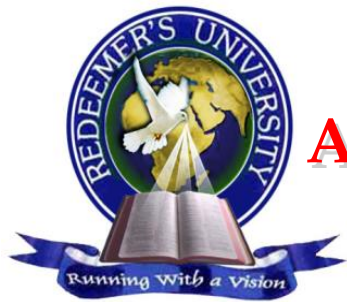
- The University has been able to acquire major equipment for the laboratory that will support research activities at ACEGID, while ACEGID laboratory will support education and training activities.
- With Support from H3Africa funding Redeemer's University researchers have been able to use genomics and deep sequencing technologies to characterize the dynamics of evolution, spread and transmission of Ebola virus disease during the first 9 months of the outbreak in Sierra Leone
- Scientists from Redeemer's University discovered and traced the ancient origin of the Lassa fever Virus to Nigeria, some 1,060 years ago



## AWARDS AND ACCOLADES IN RESEARCH

- Redeemer's University researchers were involved in a highly rated scientific research output titled, ***A global reference for human genetic variation***, published by the **Nature** in 2015 print issue of the journal
- H3Africa and ACEGID projects trained 16 African students and lecturers from Nigeria, Senegal and Sierra Leone during the summer of 2015 at Harvard University



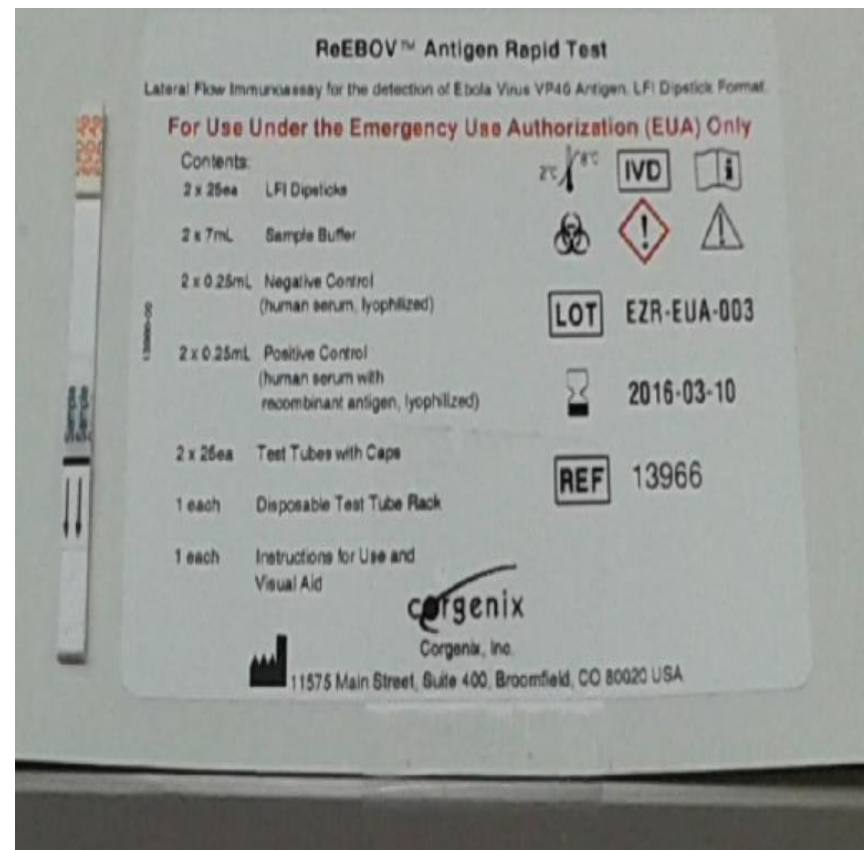


# AWARDS AND ACCOLADES IN RESEARCH cond't

Achievements made under the  
H3Africa Research

Project:

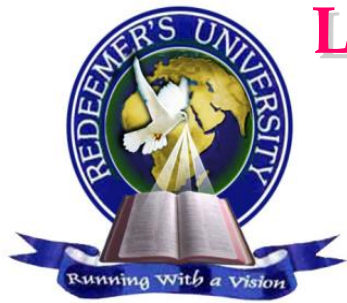
- The deployment and usage of Ebola Rapid Test Kit (within 15 minutes) which was a product of collaboration between the Redeemer's University, its strategic partners
- Our ACEGID developed a rapid response diagnostics tool that could detect Ebola virus in 15 minutes.





## 4. Deployment of ICT to Drive Processes

- Information technology is a major driver of economic progress in this millennium
- Developed economies have employed ICT to attain economic efficiency
- Like most economies, universities' operations have benefitted immensely from ICT
- To remain competitive, universities worldwide have continued to embrace ICT
- Redeemer's University has exploited ICT for administrative and academic excellence.



# LEVERAGING ICT FOR EFFECTIVENESS AND EFFICIENCY

**In Redeemer's University,**

**ICT is used to drive**

- ▶ Admission
- ▶ Course registration
- ▶ Examinations
- ▶ Recruitment
- ▶ Payment processes
- ▶ Annual staff appraisal exercise Annual Performance Evaluation Report (APER) forms
- ▶ and other processes





## Cutting Costs through the Use of IT

**PROCESSING REQUESTS AND APPROVALS THROUGH EMAILS AND OTHER E-PROCESSES.**

**OUR LONG-TERM ADMINISTRATIVE GOAL IS TO ACHIEVE A 100% PAPERLESS ENVIRONMENT THROUGH THE EMPLOYMENT OF IT TO DELIVER OUR NUMEROUS PROCESSES EFFICIENTLY AND SEAMLESSLY. THIS WAY, WE ARE ABLE TO CUT DOWN THE OVERALL COST OF DOING BUSINESS.**





# Investments in IT

## E-Platforms

- Robust Local Area Network (LAN) using Fibre Cabling with internet connectivity.
- **Strong Bandwidth:100mbps [40kb/person].** This allows all our processes to be done online, including delivery of lectures, etc. A University with 800mbps but 30,000 students gets a paltry 26 kb/person
- **E-Learning**
  - The University has invested heavily in and deployed infrastructure for an e-Learning platform via the Samsung Smart School and Content Management Solution
  - Electronic Interactive Boards have been installed in all our Lectures rooms and theatres for learning purposes
- **Acquisition of Modern Computers**
  - The University has just acquired 600 All-in-One computers and 100 laptops of the highest quality. These are aimed at enhancing our academic and administrative operations

**Samsung West Africa** confirmed that indeed, Redeemer's University is the first to deploy such massive educational e-learning infrastructure in the country for the benefit of students.



# Investments in IT cont'd

- **Other IT Solutions:**
  - Staff Portal, Student Portal, etc
  - Support ticket system
  - Online screening exercise of our fresh students
  - The automation of other manual processes done by the University is currently in progress





## Deployment of ICT to drive our Processes (Cont'd)

University boasts of world class  
teaching and learning facilities



Partnership with New Horizon, as an  
antidote to the pervasive  
graduate unemployment and for  
academic and professional  
competencies

Every student has the opportunity to  
become internationally certified  
and licensed in four IT skills  
upon graduation; at a rate of  
one Certification per year, right  
on Campus





# The University's Main Portal

- It is the main web site of the University
- On the web, it's a point-of-entry for staff, students , parents and guests
- It provides access to assorted services in the university
  - ➔ Upcoming Birthday Celebrant
  - ➔ Featured upcoming events
  - ➔ Latest News Photos
  - ➔ Advice for parents
  - ➔ Navigation (links) of undergrad and postgraduate programmes
- Provides links to other important portals that are driving operations such as
  - ➔ Registration of courses
  - ➔ Admission (Profile and Application Management , Acceptance and Admission letter)
  - ➔ Payments (tuition and others)
  - ➔ Result Processing
  - ➔ Payslip
  - ➔ Leave application
  - ➔ Annual Performance Appraisal
  - ➔ Google mail and Google Chat





# REDEEMER'S UNIVERSITY

*Running with a vision*

Redeemer's University Community Covenant Document

- Quick Links ▾
- Staff
- Students
- Parents

▸ [Locate Redeemer's University, Ede](#) | [Schedule of Fees](#)

- Undergraduate Study
- Postgraduate Study
- International Students
- Alumni



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S.O. and other  
personalities  
the conferment of  
degree of Doctor  
e by Obafemi  
University on him

[Staff Retreat Programme](#)

[Featured Upcoming Events](#)

[World Bank ACE Project](#)

[Project Update](#)



[The World Bank EMP Document](#)


[Find a programme](#)





# Course Registration Portal

HOME



**To Login, do the following?**

1. If you are a new student, enter your JAMB Registration number in place of matric number.
2. If you are a returning student, enter your matriculation number .
3. Enter your password
4. Click the **Sign In** button.

**Have you forgotten your password?**

1. Simply click on the Forgotten Password link on the Sign In form.

**You need help ?**

1. Click here to contact support and submit a ticket

**Student Log-In**

Jamb No/Matric No

Password

[Forgotten password? Reset](#)  
[Forgotten password? Send to email](#)  
[Need the Curriculum ? Click to view](#)  
[Change E-Tranzact PIN ? Click here](#)  
[Need the class register ? Click here](#)  
[Fee schedule 2014/2015? Download](#)  
[Special Payment? Get Process flow](#)

- URL : <http://reg.run.edu.ng>
- Student logins from this page - supplies matric and password
- Password recovery may also be done – just a click
- Student may access curriculum and class register from here



# Registration Portal: Functionalities

- Student login
- Display of courses – outstanding, compulsory and electives
- Submission/Re-submission of registration
- Notification(SMS/Email) of Level advisers and HODs about new registration
- Authorization of course registration forms by Level advisers, HODs and Registrar
- Class Register – List of students that register for a specified course/class
- Online Curriculum – display of all courses offered in each programme in the University





# Registration: Display of Courses


The screenshot shows the user interface of the Redeemer's University registration system. At the top, the university logo and name are displayed, along with user information: Current User: ADEKOYA ADEKUNLE, Session: 2014/2015, and Semester: Second. Below this is a navigation bar with 'WELCOME' and 'LOGOUT' links. A row of icons represents various functions: Course Registration, My Profile, Upload Passport, Upload Signature, Fees (Payment/History), Print Receipt, and Security Settings. The main content area is divided into two sections: 'Student Brief' and 'Registration Form'. The 'Student Brief' section shows a profile picture, name (ADEKOYA ADEKUNLE), department (MATHEMATICAL SCIENCES), programme (INDUSTRIAL MATHEMATICS), level (400), and outstanding fees (N600,691.00). The 'Registration Form' section includes a 'Notes' box with instructions, a progress bar showing 'Minimum Total Units Allowed: 6' and 'Maximum Total Units Allowed: 25', and two tables of courses. The first table, 'OUTSTANDING COURSES', is empty. The second table, 'COMPULSORY COURSES', lists four courses with checkboxes for selection.

S/N	Course Code	Course Title	Unit
1	CMP 472	MODELING AND SIMULATION	3
2	MAT 402	PARTIAL DIFFERENTIAL EQUATIONS	3
3	MAT 410	ELECTROMAGNETISM	3
4	MAT 498	FINAL YEAR PROJECT	6


- Displays outstanding, compulsory and elective courses for the specified student
- Provides for submission/re-submission of course registration

# Authorization of course registration



**REDEEMER'S UNIVERSITY**


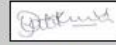

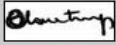
>> STUDENT REGISTRATION DETAILS :



**Student Names:** IDIALU OSEREMEN JOY  
**Matric Number:** RUN/CMP/14/5758  
**Phone:** 08136356819  
**Email:** idialuofure91@yahoo.com

S/N	Course Code	Course Title	Status	Unit
1	CHE 104	INORGANIC CHEMISTRY I	E	2
2	CMP 102	INTRODUCTION TO PROGRAMMING	C	3
3	CMP 104	COMPUTER SYSTEM DESIGN 1	C	3
4	GST 102	USE OF ENGLISH II	C	2
5	GST 104	REPRODUCTIVE HEALTH STUDIES	C	2
6	GST 110	STUDIES IN LEADERSHIP II	C	1
7	MAT 102	ELEMENTARY MATHEMATICS II	C	3
8	MAT 104	INTRODUCTORY APPLIED MATHEMATICS	C	2
9	PHY 102	GENERAL PHYSICS II	C	3
10	PHY 104	EXPERIMENTAL PHYSICS II	C	1
11	STA 102	INTRODUCTION TO PROBABILITY	C	3

**Total Units Registered** 25

**Student****Level Adviser****HOD****Registrar**

- Level adviser/HOD can authorize or de-authorize registration of student
- Signatures of Level adviser, HOD and Registrar are appropriately appended to registration



# Admission Portal : Login

HOME CREATE PROFILE

**Redeemer's International High Sch.**  
3, Redeemer's Christian Way, Off Adesuwa  
Girls Grammar School Rd, GRA, Benin City

REDEEMER'S  
UNIVERSITY  
www.run.edu.ng  
0750 700 8000

ADVERTISEMENT

### Our Application Procedure

1. Create profile - supply your jamb number , a password and other personal details as requested on the Create profile page
2. Click Create Profile button , on the create profile page, after all the inputs are supplied.
3. If profile is successfully created, proceed to log-in
4. On successful log-in, click 'create-post-utme app' in order to create and submit your application
5. If step 4 above asked for payment,first proceed to pay with etranzact,mastercard,verve or visa and on successful payment repeat step 4.
6. You may edit successfully submitted applications by clicking 'manage applications' after you have log-in

### To Login, do the following?

1. Enter your JAMB Registration number as your username
2. Enter the password you supplied while signing up on the Create Profile page
3. Click the Login button

### Have you forgotten your password?


### Applicant Log-In

Jamb Reg. No.

Password

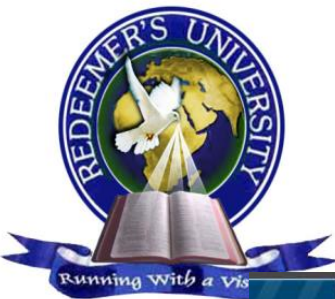
Login

Forgotten password? [Reset Here](#)  
Forgotten password? [Send to email](#)  
Are you New? [Create Profile](#)  
Fee schedule 2014/2015? [Download](#)

 **Live Chat**  
**OFFLINE**

- URL : <http://adms.run.edu.ng>
- Applicants create profile, pay for application and submit application
- If applicant is admitted, he uses portal to pay acceptance and print admission letter





# Admission Portal: Application

**REDEEMER'S UNIVERSITY** Current User: RUN-100/KUNLE

**WELCOME** **LOGOUT**

 **Create Post-UTME App.**  **My Profile**  **Upload Passport**  **Manage Applications**  **Security Settings**

**Applicant Brief**

[Change Picture]



**Applicant Names:**  
ADEKOYA ADEKUNLE


**Jamb Reg. No.:**  
RUN-100/KUNLE

[Edit Profile]

**Live Chat**

**eTranzact**

Enter PIN

Note : Additional N300 would be debitted as transaction fee

- If applicant has not paid for application, he starts here
- On successful payment, he proceeds to create application




# Payments: Tuition and Others

WELCOME    LOGOUT    Current User: ADEKOYA ADEKUNLE  
 Session: 2014/2015  
 Semester: Second

Course Registration    My Profile    Upload Passport    Upload Signature    Fees (Payment/History)    Print Receipt    Security Settings

**Student Brief**

[Change Picture]



**Name:** ADEKOYA ADEKUNLE  
**Dept:** MATHEMATICAL SCIENCES  
**Programme:** INDUSTRIAL MATHEMATICS  
**Level:** 400  
**Oust. Fees:** N600,691.00

[Edit Info.]  
 Upload Signature  
 Student Audit  
 Course Evaluation

**Live Chat**

**VISA/VERVE/MASTERCARD NOW ACTIVE**

Make Special Payments


Etranzact     Interswitch(Mastercard/Visa/Verve)

Payment Description	Amount
<input type="checkbox"/> Fees	[Input Field]

[Make Payment]

Paying with mastercard/visa/verve attracts an additional transaction fee of N300.

**Payment History and Receipt :**

S/N	Bank(Branch)	(Transaction Id)	Amount	Date Deposit	Confirmed	Print
1	Etranzact(Etranzact)	10-8920606910524	N600,800.00	2014-10-20	N	
2	Interswitch(Interswitch)	10-8120613110915	N800.00	2014-10-20	N	
3	Etranzact(Etranzact)	10-4421203810012	N100.00	2014-10-21	N	
4	Interswitch(Interswitch)	10-8111603711415	N100.00	2014-11-11	Y	
5	Interswitch(Interswitch)	10-0415204911326	N100.00	2014-11-15	N	

- Snapshots payment of school fees on student portal
- Student selects Etranzact or Interswitch
- Student enters fees and amount, and clicks Make Payment
- Student is redirected to payment page



# Payment: Card details

**Webpay** Redeemer's University

adekoya, adekunle, rotimi - RUN-300/KUNLE [Return to merchant site](#)

MasterCard™ Naira Debit ₦ 600,991.00

CARD NUMBER  
12341145321345678

EXPIRY DATE CVV2 (What is cvv2?)  
Mar 2018 ●●●

Card PIN  
●●●●  
9 2 4  
3 1 0  
5 7 8  
Clr 6 Del

By clicking Pay, I have agreed to this service's [Terms and Conditions](#)

**Pay**

Safetoken MasterCard SecureCode VERIFIED by VISA  
© Copyright Interswitch Limited


- Student selects type of card
- Student enters card number , expiration date and other details on card
- Student clicks Pay button to confirm payment



# Result Processing : Login

RUN Academic Records System - RUNREG  
File Student Profile Courses Roster Reports Windows Help

RUNREG - Redeemer's University Academic Records System - login

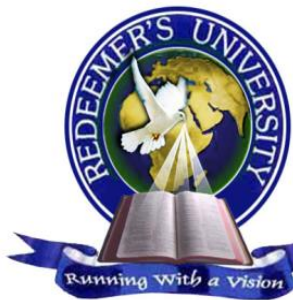


User Name:

Password:

version 4.99.4

**NOTE: This system is for authorized users only**



# Result Processing: Transcript

RUN Academic Records System - RUNREG  
File Student Profile Courses Roster Reports Windows Help

RUNREG - Student Transcript

CMP: 2014/2015 Total Count: 60  
200 1 Get Students RUNREG  
Current User

**Target Group**

Current  Graduated  
 Withdrew  Expelled  
 Suspend Study

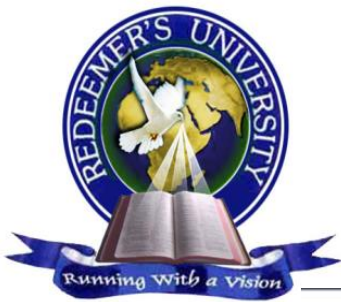
**Report Format**

Intention To Graduate  Semester Results  PDF Export  
 Student Transcript  Broadsheet  
 Notification of Results  Broadsheet A3  
 Proposed Registration

Surname	Firstname	Matric Number	Programme
ABIOLA	AYODEJI DIMEJI	RUN/CMP/14/5795	COMPUTER SCIENCE
ADARAMOLA	THEODORE A	RUN/CMP/13/5163	COMPUTER SCIENCE
ADEDEJI	OLAOLUWA OLUGBENGA	RUN/CMP/13/5164	COMPUTER SCIENCE
ADEGBOYE	IFEOLUWA JUMOKE	RUN/CMP/13/5165	COMPUTER SCIENCE
ADEJIMI	OLAMILEKAN SOLOMON	RUN/CMP/13/5166	COMPUTER SCIENCE
ADELAJA	ADETOMWA EMMANUEL	RUN/CMP/13/5167	COMPUTER SCIENCE
ADESINA	ADEWALE JAMES	RUN/CMP/13/5168	COMPUTER SCIENCE

Group Print Cancel Print View Report Exit





# Staff Portal: Entry Point



## REDEEMER'S UNIVERSITY

Welcome Guest,

> To create account, click here  
> Login

**Staff Resources**

> RUN Mail  
> RUN Mail Support

**Staff Public Profile**

> View Profile By Department  
> Upcoming Birthday Celebrants

**Guide to completing your NUC Audit:**

> Get An Official Email Address  
> Verify the Email Address  
> Create an Account  
> Then Complete the Audit Form

Search for staff by name...

**STAFF INFORMATION UPDATE LOGIN AREA**

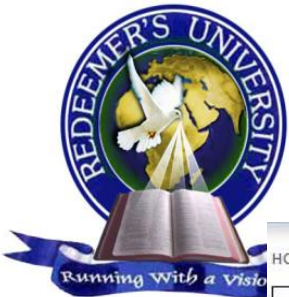
Enter Official Email Address:

Enter Password:

Keep me logged in

- URL : <http://staff.run.edu.ng>
- Staff logins with run-assigned email and password
- Services provided include : Leave application , Payslip and Appraisal





# Payslip: View

HOME | PREVIEW FORM SUBMISSION | COURSE REGISTRATION APPROVAL | **Current Time:** April 11, 2015 16:31:02pm



Welcome Adekunle,  
> Change Password  
> Update Profile Image  
> View Staff Directory  
> Logout

## MY PERSONAL INFORMATION

### ADMIN ISSUES

### PAYSLIP & RESOURCES

#### PAYSLIP

> View Payslip  
> Payslip Account Update

#### GET ICT CERTIFIED

> Manage Application

## WELCOME TO STAFF INFORMATION UPDATE AND DIRECTORY

Hello Mr. Adekunle Adekoya

You may wish to read the the Community Covenant document. If so, please click on the link below:

[REDEEMER'S UNIVERSITY COMMUNITY COVENANT DOCUMENT](#)

Kindly [click here](#) to accept and join Redeemer's University's Community.

## MY PUBLIC PROFILE VIEW : (THIS WILL BE VISIBLE TO ALL)



**Staff Number:** RUN/REG/SS/PF/561

**Name:** Mr. Adekunle Rotimi Adekoya

**Profile:** I am a programmer with over 12 years of industry experience designing and developing software applications and systems for the web, mobile and desktop environments. In summary, my objective is to help solve human problems by designing and developing efficient computational systems.

**Status:** Single

**Phone Number:** +2348130907739

**Birthday:** April 28

**Hobbies:** Chess

**Nationality:** Nigeria


**State of Origin:** Lagos

INSTITUTIONAL INFORMATION

- Staff clicks View Payslip to view Payslip details




# Payslip: Details



## REDEEMER'S UNIVERSITY STAFF DIRECTORY

HOME | PREVIEW FORM SUBMISSION | COURSE REGISTRATION APPROVAL | **Current Time:** April 11, 2015 00:07:09am



Welcome Adekunle,  
> Change Password  
> Update Profile Image  
> View Staff Directory  
> Logout

TECHNICAL STAFF (RUN/REG/SS/PF/561) | UPDATE PAYSリップ ACCOUNT

Please always confirm to see if your staff number (RUN/REG/SS/PF/561) is correct as provided on your ID Card once you can't access your pay slip

[Access Old Payslip](#)

Payslip Month and Year: February 2015 [Filter](#)

[Print Payslip](#)

### REDEEMER'S UNIVERSITY FEBRUARY 2015 PAYSリップ

Full Name:	ADEKOYA, ADEKUNLE R	Staff Number:	RUN/REG/SS/PF/561
Mobile:	+2348130907739	Email:	adekoyaa@run.edu.ng
Grade:	RUHSS 9 STEP 4	Designation:	SEN SYSTEM PROGRAMMER
Department:	Vice-Chancellor-Office Unit: IT	Staff Category:	Technical
Gross Pay:	₦ 161,736.33	Net Pay:	₦ 136,459.06
Address:	1 Olusegun Adekoya Street Ibeshe Ikorodu Lagos	Date Generated:	Saturday, April 11, 2015 12:07am

#### BREAKDOWN CURRENCY (₦)

Basic Salary:	42,051.45	Other Deduction:	
Housing:	16,173.63	Pension Contribution:	5,304.95
Transport:	8,086.82	Voluntary Contribution:	
Meal Subsidy:	4,852.09	P.A.Y.E:	13,805.65
Utility:	3,234.73	Rent Loan Repayment:	

- Payslip details of the staff is appropriately displayed
- Payslip details may be sent to printer by clicking Print Payslip



# Leave Application

HOME | PREVIEW FORM SUBMISSION | COURSE REGISTRATION APPROVAL | Current Time: April 11, 2015 16:36:41pm



Welcome Adekunle,  
> Change Password  
> Update Profile Image  
> View Staff Directory  
> Logout

#### MY PERSONAL INFORMATION

#### ADMIN ISSUES

#### APPRAISAL FORM

> Start Appraisal

#### LEAVE APPLICATION FORM

> View Application

#### PAYSLIP & RESOURCES

#### TECHNICAL STAFF (RUN/REG/SS/PF/561) | UPDATE PAYSLIP ACCOUNT

Please always confirm to see if your staff number (RUN/REG/SS/PF/561) is correct as provided on your ID Card once you can't access your pay slip

Access Old Payslip

Payslip Month and Year: February 2015 Filter

Print Payslip

#### REDEEMER'S UNIVERSITY FEBRUARY 2015 PAYSLIP

Full Name:	ADEKOYA, ADEKUNLE R	Staff Number:	RUN/REG/SS/PF/561
Mobile:	+2348130907739	Email:	adekoyaa@run.edu.ng
Grade:	RUHSS 9 STEP 4	Designation:	SEN SYSTEM PROGRAMMER
Department:	Vice-Chancellor-Office. Unit: IT	Staff Category:	Technical
Gross Pay:	₦ 161,736.33	Net Pay:	₦ 136,459.06
Address:	1 Olusegun Adekoya Street Ibeshe Ikorodu Lagos	Date Generated:	Saturday, April 11, 2015 04:36pm

#### BREAKDOWN CURRENCY (₦)

Basic Salary:	42,051.45	Other Deduction:	
Housing:	16,173.63	Pension Contribution:	5,304.95
Transport:	8,086.82	Voluntary Contribution:	
Meal Subsidy:	4,852.09	P.A.Y.E:	13,805.65
Utility:	3,234.73	Rent Loan Repayment:	
Other Allowances:	87,337.62	Car Refurbishment Special Loans:	
Entertainment:		Souvenir Refund:	
Responsibility:		ANUPA:	

Staff clicks LEAVE APPLICATION FORM to submit leave application




# Leave Application: Details

Full Name: Mr. Adekunle Rotimi Adekoya  
Department: Vice Chancellor Office  
Unit: IT  
Designation: Senior System Programmer  
Salary Grade (RUASS/RUHSS): Level 9 Step 2  
Date of first Appointment in this University: 18/11/2011

INSERT DATE BY CLICKING ON THE CALENDAR ICON BESIDE THE INPUT BOXES

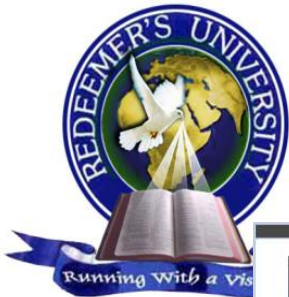
Date of Last Leave: 05/12/2014 (DD/MM/YYYY e.g. 01/06/1993)  
Leave Entitlement: RUHSS/RUHSS 07 - 15 - 30 Working days  
Leave Required From: 20/04/2015 To 07/05/2015  
Where Leave is to be spent: Lagos/Olewa  
Contact Address: 13 Market Street, Somolu

APPLICANT'S SIGNATURE:  DATE: 30-MAR-2015 09:00:15

- An extract from a Leave Application
- Staff specifies period of Leave among other details



# Annual Performance Appraisal



Welcome Adekunle,  
> Change Password  
> Update Profile Image  
> View Staff Directory  
> Logout

## MY PERSONAL INFORMATION

## ADMIN ISSUES

### APPRAISAL FORM

> Start Appraisal

### LEAVE APPLICATION FORM

> View Application

## PAYSLIP & RESOURCES

Print Preview

## TECHNICAL STAFF APPRAISAL - YEAR: 2015

The purpose of this appraisal form is to provide an up-to-date record of employee's competence, efficiency and official conduct which can serve as a means of assessment for promotion, transfer, training and employee's development. Supervisors are urged to be frank in their evaluation, both for the benefit of the staff member and for the accuracy of this appraisal record. This appraisal will become a part of the staff member's personal file.

Full Name: Mr. Adekunle Rotimi Adekoya

Staff Number: RUN/REG/ SS/PF 561

Department: Vice-Chancellor's Office

Unit: Information Technology

Head of Unit/Department: Akintola, David Kunle Tubosun (Mr)

Dean of College : Ayeni, Joshua Ojo Akindele (Prof)

Upload your signature :  No file selected.

\* Currently supported files are: jpg and gif image of dimension  
WXH 200 X 60 pixel

- Starts Appraisal by clicking the highlighted link above
- Appraisal form is displayed as shown in the slide
- Next slide shows a summary from the staff appraisal



# APER FORM: Details

MY PERSONAL INFORMATION

ADMIN ISSUES

PAYSLIP & RESOURCES

APPRAISEE: MR. ADEKUNLE ADEKOYA (RUN/REG/SS/PF/561)

S/N	PARAMETER	MAX.SCORE	MARK OBTAINED	COMMENTS
1	Professional Competency	15	15	
2	Quality of Work	15	15	
3	Productivity	10	10	
4	Punctuality and Regularity at Work	10	8	
5	Leadership	10	8	
6	Communication Skills	10	10	
7	Contribution to the University	10	8	
8	Public Service/Community Engagement	05	5	
9	Administrative Expertise	05	4	
10	Human Relations	10	10	
	Total	100	93	

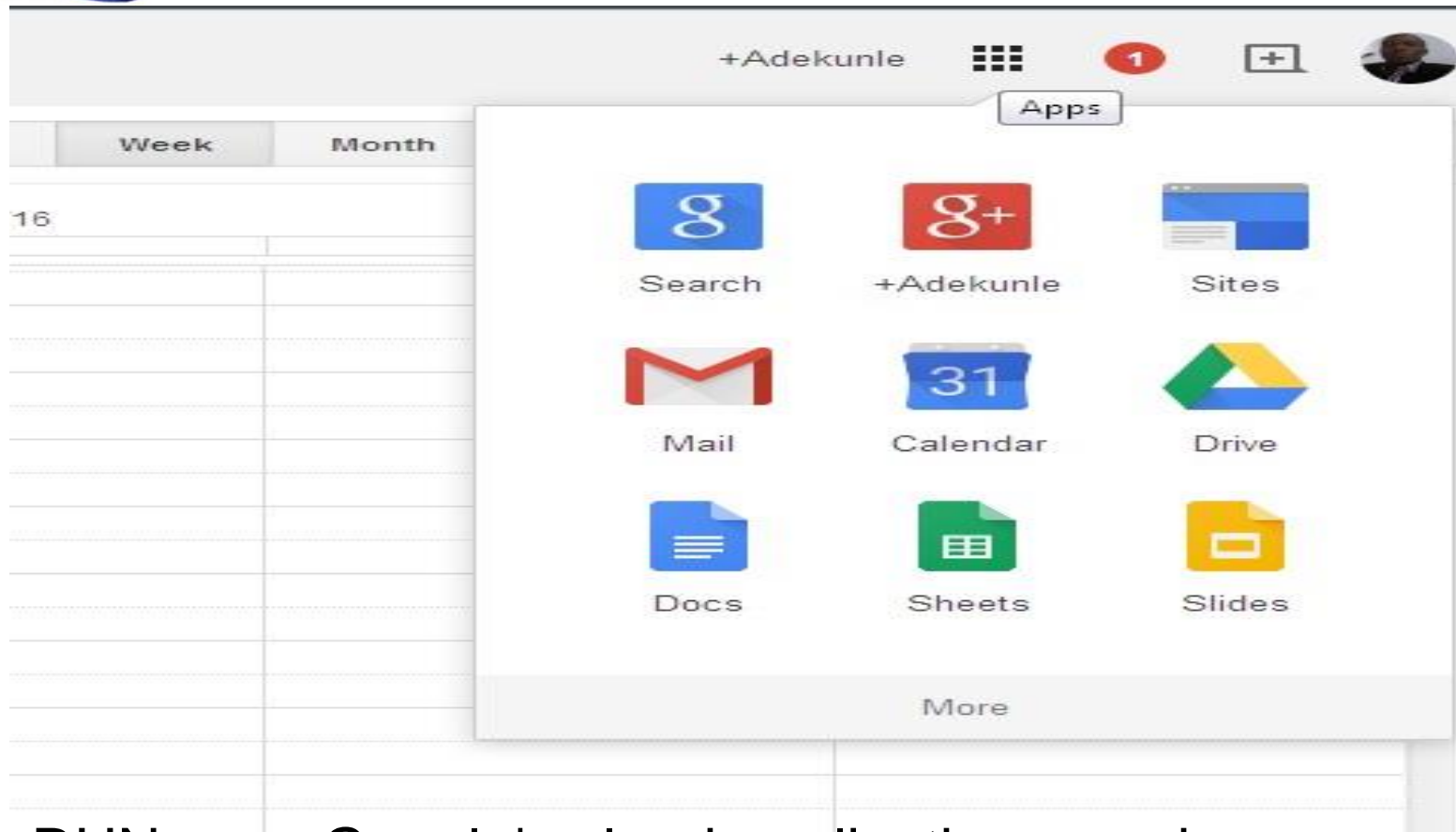
**Mr. David Akintola**

Name & Signature of Head of Department

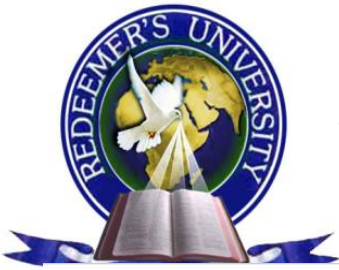




# Google Partnership: Applications



- RUN uses Google's cloud applications such as :
  - Search , Calendar, Drive, Mail and Chats
- Following slides overview some of these apps



# Google Application : Mail

Click here to enable desktop notifications for Redeemer's University Mail. [Learn more](#) [Hide](#)

Sender	Subject	Date
GeNS@gtbank.com	GeNS Transaction Alert [Credit: 590,800.00 NGN] - 10-Apr-2015 Dear ADEKOYA, ADEKUNLE ROTIMI Guaranty Trust Bank eElectronic Notification Service (GeNS)	
GeNS@gtbank.com	GeNS Transaction Alert [Debit: 222,900.00 NGN] - 10-Apr-2015 Dear ADEKOYA, ADEKUNLE ROTIMI Guaranty Trust Bank eElectronic Notification Service (GeNS)	
me, Obianuju (2)	Reverse the debit entry - Hello Kunle, Reversal has been done as requested. Thank you for choosing eTranzact. From: Adekunle	
GeNS@gtbank.com	GeNS Transaction Alert [Credit: 222,600.00 NGN] - 10-Apr-2015 Dear ADEKOYA, ADEKUNLE ROTIMI Guaranty Trust Bank eElectronic Notification Service (GeNS)	
me, Obianuju (3)	payment history - Hello Kunle, Kindly see below as requested. Thank you for choosing eTranzact. From: Adekunle Adekoya	
Ope ... me, postmaster (4)	RE: ETRANZACT LOAD CARD TRANSACTION - Delivery has failed to these recipients or groups: PAYMENT & COLLECTION UNIT (	Apr 10
intops	INTERNET BANKING LOG IN CONFIRMATION - Dear ADEKOYA, ADEKUNLE ROTIMI, INTERNET BANKING LOG IN CONFIRMATION Please be informed that you	Apr 10
Oluwadipe David (2)	Exceeded the number of trials for my pin. - On Thursday, April 2, 2015 3:03 PM, Oluwadipe David <oluwadipedavid@gmail.com> wrote: Card	Apr 10
owolabi olufunmi	E transcat complaint - Gud mrrin sir, this is owolabi olufunmi, mktng 400lv. i wanna make a complain concerning my fees	Apr 10
me, Oluwayemisi (3)	Please send us payment history of this card. - Please reverse the debit of N220,600. On Fri, Apr 10, 2015 at 11:21 AM, Oluwayemisi Oropo <	Apr 10
me, Victor, Oluwayemisi (3)	Reverse debit - Hello Adekunle, Please be informed the sum of N380,000 has been reversed. Regards From: Victor	Apr 10

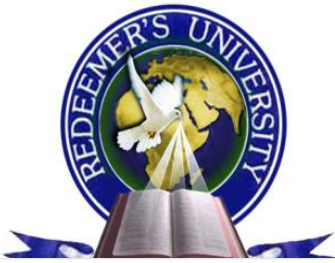
This account is managed by [run.edu.ng](#). [Learn more](#)

**Adekunle Adekoya**  
adekoyaa@run.edu.ng  
[Account](#) - [Privacy](#)

[Change photo](#) [View profile](#)

[Add account](#) [Sign out](#)

- Staff inbox shows personal mails
- The above staff has as an email address of [adekoyaa@run.edu.ng](mailto:adekoyaa@run.edu.ng)
- Besides being a branding tool(because of the run.edu.ng domain), this is a great communication tool



# Google Application: Chat

Chat with Tunde Olaleye

them, the company did a server restore for us

**Tunde Olaleye**  
ok , i will check

**Adekunle Adekoya**  
2014-07-14  
that was d day the invoice was issued by the hosting company  
so we need to check wire transfer to hostgator betwin that date and say last month ending

Friday, September 5, 2014 – 4:38 PM ☆

**Adekunle Adekoya**  
Hello sir  
You did not get back on the \$15 wire transfer

Wednesday, September 17, 2014 – 11:19 AM ☆

**Tunde Olaleye**  
Helo  
Sr have u seen the swift copy

**Adekunle Adekoya**  
yes sir  
thank you  
I have sent to the hosting coy yday

**Tunde Olaleye**  
ok Sir

Open chat

Using 2.62 GB

[Program Policies](#)

Last account activity 9 minutes ago



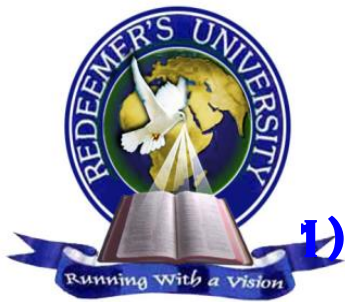
Show details

Tunde Olaleye

You are now off the record (from now on, chats with Tunde will not be saved in Tunde's account or yours) [Learn more](#) [Cancel](#)

This chat is no longer off the record

- Staff uses Google chat for communication within the University
- The chat tool is also used for many other functions such as file/document transfer
- Above is a chat between two staff of the University – A bursary and a ICT staff



## 5. Branding of the University

### 1) REDEEMER'S UNIVERSITY HAS A STRONG BRAND

- OUR CULTURE
- OUR COLOURS
- OUR ANTHEM
- OUR MODE OF DRESSING
- **OUR GENERAL OUTLOOK**
- UNIQUE DESIGNS
- EVERYONE ON REDEEMER'S UNIV. EMAIL !
- e.g. [vc@run.edu.ng](mailto:vc@run.edu.ng), [adeyewa@run.edu.ng](mailto:adeyewa@run.edu.ng)
- **CATCH PHRASES:**
  - RUNNING WITH A VISION
  - **OUR REDEEMER IS STRONG**



**REDEEMER'S  
UNIVERSITY**  
...running with a vision

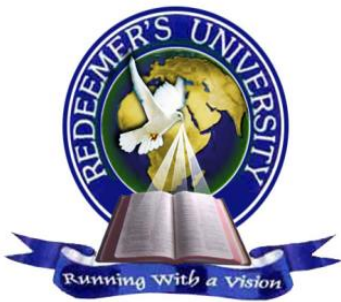


## 6. Discipline

The University set out to produce graduates who have been found worthy not just in learning but first in character

- ▶ The University is gentle with law abiding students and treats them as ladies and gentlemen, kings and queens but frowns at acts of indiscipline.
- ▶ The University operates a Merit/Demerit system for students
- ▶ **NO ONE IS ABOVE THE LAW.**
- ▶ **WE ENCOURAGE DISCIPLINE AS A LIFESTYLE**





## 7. Recovery of Destiny (ROD) Programme

Our degree certificates are awarded to those students who have been found worthy both in character and learning

- ▶ The University introduced the Recovery of Destiny (ROD) programme in the 2012/2013 academic session to assist students who might have been engaged in misconduct thereby contravening University regulations guiding students' conduct.
- ▶ **Recovery of Destiny** (ROD) programme through partnership with two visionary non-governmental organisations
- ▶ The intention is to salvage some of our youths who might have over-stepped out of their bounds either through peer pressure or sheer character defects







## 8. Staff Welfare

### 1) REDEEMER'S UNIVERSITY HAS A STRONG BRAND

- SALARY STRUCTURE (ENHANCED SALARY PACKAGE)
- PRODUCTIVITY BONUS
- STAFF ACCOMMODATION (4BDR, 3BDR, 2BDR)
- STAFF PRIMARY SCHOOL
- STAFF SECONDARY SCHOOL
- OUR GENERAL OUTLOOK
- UNIQUE DESIGNS
  
- SOCIAL FABRIC
  - COUPLES NIGHT
  - OTHER SOCIAL FUNCTIONS





## 9. Student Welfare

### 1) STUDENT'S WELFARE COMPRISES OF:

- HOSTEL ACCOMMODATION (TWO IN A ROOM, ENSUITE)
- UNIVERSITY HEALTH CENTRE
- MODERN CAFETERIA
- RECOVERY OF DESTINY PROGRAMME
- STUDENT SUPPORT SCHEME (SSS)
- MORAL & SPIRITUAL SUPPORT





## 10. Spiritual Vibrancy

### 1) REDEEMER'S UNIVERSITY HAS A STRONG BRAND

- SALARY STRUCTURE (ENHANCED SALARY PACKAGE)
- PRODUCTIVITY BONUS
- STAFF ACCOMMODATION (4BDR, 3BDR, 2BDR)
- STAFF PRIMARY SCHOOL
- STAFF SECONDARY SCHOOL
- OUR GENERAL OUTLOOK
- UNIQUE DESIGNS
  
- SOCIAL FABRIC
  - COUPLES' NIGHT
  - OTHER SOCIAL FUNCTIONS





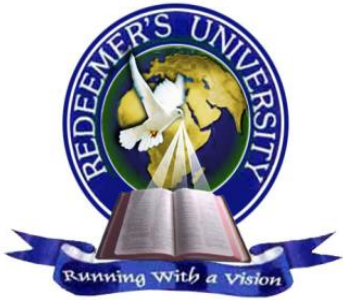
# 11. Community Spirit

## Community Covenant

A document containing what we stand for and what is expected of the University; and also the obligations of members of staff.

- ▶ The University believes in the rigorous pursuit of academic excellence in an environment characterized by mutual respect and godliness
- ▶ The community covenant is a solemn pledge in which members place themselves under obligations on the part of the institution to its members, the members to the institution, and the members to one another
- ▶ The University's vision, mission, core values, curriculum and community life are formed by a firm commitment to the person and work of Jesus Christ as declared in the Bible.
- ▶ Redeemer's University, covenant assists the community to live together according to biblical precepts, believing that this will optimize the University's capacity to fulfill its mission and achieve its aspirations.





# Role of Leadership

## The Most Valuable Gift of a Leader can Give?

The result of a survey

Rank	Characteristic	Percentage
1	Leading by example	26%
2	Strong Ethics or Morals	19%
3	Knowledge of the Business	17%
4	Fairness	14%
5	Overall Intelligence and Competence	13%
6	Recognition of Employees	10%





# Role of Leadership

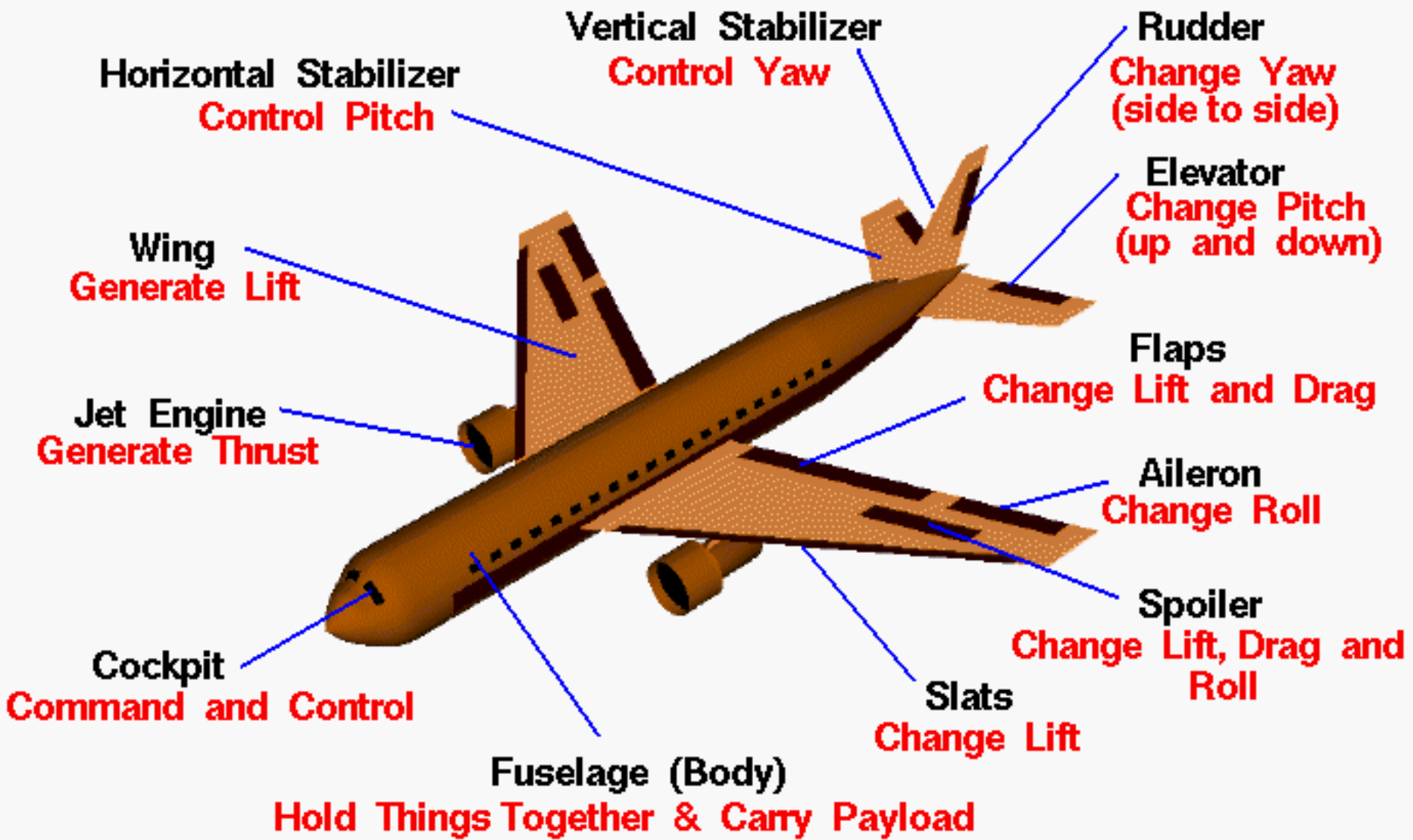
LEADERSHIP IS TO PROVIDE EXEMPLARY,  
VISIONARY AND PRAGMATIC  
LEADERSHIP THAT WILL FACILITATE  
THE ACTUALISATION OF THE VISION  
OF THE UNIVERSITY





# Airplane Parts Definitions and Function

Glenn  
Research  
Center



# Avoid This Scenario!





# Concluding Remarks

## RECOMMENDATIONS

- 1) CREATE A NICHE FOR YOURSELF.  
DON'T TRY TO BE LIKE OTHERS
- 2) ENGAGE IN VIRILE AND BUOYANT  
ACADEMIC ACTIVITIES THAT WOULD  
SEE THE UNIVERSITY BECOMING A  
CENTRE OF EXCELLENCE IN ALL  
SPHERES OF ACADEMICS.
- 3) USE TEACHING AND LEARNING  
PROCESSES THAT ARE MODERN IN  
OUTLOOK AND BROAD IN SCOPE.





## Recommendations (Cont'd)

- 4) BUILD ACADEMIC CORE VALUES AND TRADITION THAT WILL PROPEL YOUR UNIVERSITY TO THE STATUS OF A MODEL UNIVERSITY.
- 5) REGULAR CURRICULA REVIEW OF PROGRAMMES IN LINE WITH CHANGING REALITIES AND THE NEED FOR NATIONAL RELEVANCE AND GLOBAL COMPETITIVENESS IS IMPORTANT.
- 6) PUBLICATION IN REPUTABLE JOURNALS SHOULD BE ENCOURAGED AND REWARDED







## Recommendations (Cont'd)

- 7) ULTIMATE GOAL IS SHOULD BE TO ACHIEVE ACADEMIC EXCELLENCE THROUGH THE EXECUTION OF CUTTING-EDGE RESEARCH AND THE ENCOURAGEMENT OF INTERDISCIPLINARY RESEARCH.
- 8) PROVIDE THE NECESSARY ENVIRONMENT, MONITORING THE PUBLICATION ACHIEVEMENTS OF YOUNG ACADEMIC STAFF AND PROVIDING SUPPORT WHERE NECESSARY.
- 9) ENCOURAGE AND REWARD THE SCHOLASTIC ATTITUDE OF AGGRESSIVE ATTRACTION OF FUNDS.
- 10) COMMITMENT TO EXCELLENCE
- 11) ETHICS IN SERVICE DELIVERY





**Appreciating your kind  
attention...**

**Thanks!**

