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

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Appreciation

What UniMed can learn from other Universities – the case of Redeemer’s University
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.
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.

What UniMed can learn from other Universities – the case of Redeemer’s University
College of Management & Social Sciences

CMS

- Psychology
- Sociology
- Social Work
- Business Administration
- Economics
- Marketing
- Accounting
- Actuarial Science
- Banking & Finance
- Mass Communication
- Politics & International Relations
- Public Administration
- Tourism Management
- Transport & Logistics

College of Management & Social Sciences Building
COLLEGE OF NATURAL SCIENCES

CNS

Biochemistry

Industrial Chemistry

Industrial Mathematics

Computer Science

Statistics

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.
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**
What UniMed can learn from other Universities: The case of Redeemer’s University
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

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**What UniMed can learn from other Universities: The case of Redeemer’s University**
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.)

*What UniMed can learn from other Universities: The case of Redeemer’s University*
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**

What UniMed can learn from other Universities: The case of Redeemer’s University
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 approves 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)

What UniMed can learn from other Universities: The case of Redeemer’s University
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.

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**What UniMed can learn from other Universities: The case of Redeemer’s University**
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 ($1.54 million)
   - 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

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What UniMed can learn from other Universities: The case of Redeemer’s University
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.
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.

What UniMed can learn from other Universities: The case of Redeemer’s University
3. Strong Research Culture (Cont’d)

What UniMed can learn from other Universities: The case of Redeemer’s University
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.
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 13th 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
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.

What UniMed can learn from other Universities: The case of Redeemer’s University
* $1.54 million 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 6th of November, 2014.

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**What UniMed can learn from other Universities: The case of Redeemer’s University**
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)
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*
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

What UniMed can learn from other Universities: The case of Redeemer’s University
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.
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.
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.

What UniMed can learn from other Universities: The case of Redeemer’s University
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.
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.

What UniMed can learn from other Universities: The case of Redeemer’s University
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

What UniMed can learn from other Universities: The case of Redeemer’s University
University boasts of world class teaching and learning facilities

Partner 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
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*.

One of the things the University set out to state was the need to be different from the establishment in a positive way, to set the pace and redefine excellence in education.
• 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

- Displays outstanding, compulsory and elective courses for the specified student
- Provides for submission/re-submission of course registration
Level adviser/HOD can authorize or de-authorize registration of student.
Signatures of Level adviser, HOD and Registrar are appropriately appended to registration.
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.

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.
4. Have you forgotten your password?
• If applicant has not paid for application, he starts here
• On successful payment, he proceeds to create application
Payments: Tuition and Others

- 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
• 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
Result Processing: Transcript

![Image of a computer interface for processing student transcripts]

The interface displays a form for generating student transcripts. It includes fields for selecting the academic year, target group, and report format. The table below shows a list of students with their full names, matric numbers, and program names.

<table>
<thead>
<tr>
<th>Surname</th>
<th>Firstname</th>
<th>Matric Number</th>
<th>Programme</th>
</tr>
</thead>
<tbody>
<tr>
<td>ABIOLA</td>
<td>AYODEJI DIMEJI</td>
<td>RUN/CMP/14/5795</td>
<td>COMPUTER SCIENCE</td>
</tr>
<tr>
<td>ADARAMOLA</td>
<td>THEODORE A</td>
<td>RUN/CMP/13/5613</td>
<td>COMPUTER SCIENCE</td>
</tr>
<tr>
<td>ADEDEJI</td>
<td>OLAOIJUA OLAGBENGIA</td>
<td>RUN/CMP/13/5614</td>
<td>COMPUTER SCIENCE</td>
</tr>
<tr>
<td>ADEBOYE</td>
<td>IFEOLUWA JUMOKE</td>
<td>RUN/CMP/13/5615</td>
<td>COMPUTER SCIENCE</td>
</tr>
<tr>
<td>ADEJIJI</td>
<td>OLAMILEKAN SOLOMON</td>
<td>RUN/CMP/13/5616</td>
<td>COMPUTER SCIENCE</td>
</tr>
<tr>
<td>ADELAJA</td>
<td>ADETOMWA EMANUEL</td>
<td>RUN/CMP/13/5617</td>
<td>COMPUTER SCIENCE</td>
</tr>
<tr>
<td>ADESINA</td>
<td>ADEWALE JAMES</td>
<td>RUN/CMP/13/5618</td>
<td>COMPUTER SCIENCE</td>
</tr>
</tbody>
</table>
Staff Portal: Entry Point

URL: http://staff.run.edu.ng

Staff logins with run-assigned email and password

Services provided include: Leave application, Payslip and Appraisal
• Staff clicks View Payslip to view Payslip details
Payslip: Details

- Payslip details of the staff is appropriately displayed
- Payslip details may be sent to printer by clicking Print Payslip
Staff clicks LEAVE APPLICATION FORM to submit leave application
An extract from a Leave Application
Staff specifies period of Leave among other details
Annual Performance Appraisal

- 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

**Appraisee**: Mr. Adekunle Adekoya (RUN/REG/SS/PP/661)

<table>
<thead>
<tr>
<th>S/N</th>
<th>Parameter</th>
<th>MAX. Score</th>
<th>MARK Obtained</th>
<th>COMMENTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Professional Competency</td>
<td>15</td>
<td>15</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Quality of Work</td>
<td>15</td>
<td>15</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Productivity</td>
<td>10</td>
<td>10</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>Punctuality and Regularity at Work</td>
<td>10</td>
<td>8</td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>Leadership</td>
<td>10</td>
<td>8</td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>Communication Skills</td>
<td>10</td>
<td>10</td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>Contribution to the University</td>
<td>10</td>
<td>8</td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>Public Service/Community Engagement</td>
<td>05</td>
<td>5</td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>Administrative Expertise</td>
<td>05</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>Human Relations</td>
<td>10</td>
<td>10</td>
<td></td>
</tr>
<tr>
<td></td>
<td><strong>Total</strong></td>
<td><strong>100</strong></td>
<td><strong>93</strong></td>
<td></td>
</tr>
</tbody>
</table>

Mr. David Akiatola  
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
Staff inbox shows personal mails
The above staff has an email address of adekoyaa@run.edu.ng
Besides being a branding tool (because of the run.edu.ng domain), this is a great communication tool
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 an 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, adeyewa@run.edu.ng
   - Catch phrases:
     - Running with a Vision
     - Our Redeemer is Strong
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

2) Social Fabric
   - Couples Night
   - Other Social Functions

What UniMed can learn from other Universities: The case of Redeemer’s University
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**

What UniMed can learn from other Universities: The case of Redeemer’s University
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

What UniMed can learn from other Universities: The case of Redeemer’s University
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

<table>
<thead>
<tr>
<th>Rank</th>
<th>Characteristic</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Leading by example</td>
<td>26%</td>
</tr>
<tr>
<td>2</td>
<td>Strong Ethics or Morals</td>
<td>19%</td>
</tr>
<tr>
<td>3</td>
<td>Knowledge of the Business</td>
<td>17%</td>
</tr>
<tr>
<td>4</td>
<td>Fairness</td>
<td>14%</td>
</tr>
<tr>
<td>5</td>
<td>Overall Intelligence and Competence</td>
<td>13%</td>
</tr>
<tr>
<td>6</td>
<td>Recognition of Employees</td>
<td>10%</td>
</tr>
</tbody>
</table>
Role of Leadership

Leadership is to provide exemplary, visionary and pragmatic leadership that will facilitate the actualisation of the vision of the University

What UniMed can learn from other Universities: The case of Redeemer’s University
My Vision

1) Excellence must be our Standard

2) Our vision is to make Redeemer's University locally relevant, nationally prominent and globally competent.

3) My mission is to provide exemplary, visionary and pragmatic leadership that will facilitate the actualisation of the vision of the University.

Airplane Parts Definitions and Function

- **Horizontal Stabilizer**: Control Pitch
- **Vertical Stabilizer**: Control Yaw
- **Rudder**: Change Yaw (side to side)
- **Elevator**: Change Pitch (up and down)
- **Wing**: Generate Lift
- **Jet Engine**: Generate Thrust
- **Flaps**: Change Lift and Drag
- **Aileron**: Change Roll
- **Spoiler**: Change Lift, Drag and Roll
- **Cockpit**: Command and Control
- **Fuselage (Body)**: Hold Things Together & Carry Payload

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.

What UniMed can learn from other Universities: The case of Redeemer’s University
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**

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*What UniMed can learn from other Universities: The case of Redeemer’s University*
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**

*What UniMed can learn from other Universities: The case of Redeemer’s University*
Appreciating your kind attention...

Thanks!