



# SMU in Stride

Quarterly Newsletter  
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# Editorial

SMU in Stride ushers in the combination of three separate newsletters, which have been published by the university's different organs to date. Coming out as one newsletter, embracing news coming from the diverse operational units of the university, it now serves as a platform for the entire community of the institution. While institutional news may be vividly prominent within the contents, other educational and entertaining pieces will have their places in the columns. With an editorial board of its own, the newsletter is published by the International Relations and Communication Office of the university.

It was a little over a year back that the institution was given the status of a university by the Ministry of Education, and almost a year shy of a month since it has moved its head office to the Green Campus, located down the road leading to the African Union, off-Roosevelt Street. The timing of this maiden issue has coincided with the first anniversary of these remarkable strides, which have taken the institution in the right direction to meet its strategic goals. The other two newsletters that continue to come out as before are the bi-annual Assessment in Focus and the quarterly Quality Matters published by the Testing Center and the Center for Educational Improvement and Quality Assurance, respectively. Here, it should be noted that SMU publishes three bi-annual scholarly journals, a bulletin, and proceedings of three annual national conferences and one international conference.

This newsletter has also coincided with the launching of four additional graduate programs; Master's in Project Management, Marketing Management, Development Economics and Computer Science. These raise the total number of own graduate programs to ten. With the track record of more than three years of internet based (TOEFL-iBT) test administration, no wonder that the university has also become a test center for internet based Graduate Record Examination (GRE) beginning this academic year.

We hope that this first issue of SMU in Stride brings you the news and other informative contents that inspire all stakeholders.

**St. Mary's University**  
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## International Conference

The 12th International Conference on Private Higher Education in Africa, sponsored and organized by St. Mary's University, was held on 23rd August, 2014 at the UN-ECA Conference Center here in Addis Ababa, Ethiopia. On the occasion, close to 20 research papers were presented. The presenters were from Ethiopia, Nigeria, Tanzania, Malawi and Uganda. The major theme of the conference was: "Retrospect and Prospect of Private Higher Education Provision in Africa." The papers, among others, focused on the contribution and challenges of private higher education, assessment of private higher education institutions' framework for undertaking research, Gender and HIV/AIDS mainstreaming in private education, job satisfaction and working conditions of private higher education, attitudes of private higher education towards entrepreneurship and feedback on students' performance.

Associate Professor Wondwosen Tamrat, the Founder and President of St. Mary's University, made the welcoming speech. Furthermore, His Excellency Ato Shiferaw Shigute, the Minister of Education, FDRE, warmly welcomed the delegates who came from different African countries; and he appreciated the work of St. Mary's University; in particular, the way in which it has played a key role in the private higher education sector, i.e. in teaching-learning, educational research and community services.



*Ato Shiferaw Shigute, Minister for Education*



*Associate Professor Wondwosen Tamrat*

His Excellency, the Minister, stated that during the past two decades, Ethiopia has laid the foundations for a strong and fast expansion of all levels of the educational sector, and concludes his remarks by thanking the university for hosting such an international conference which is exemplary to many other private higher learning institutions.

The closing speech was given by Ato Tedla Haile, the Executive Vice President of St. Mary's University.



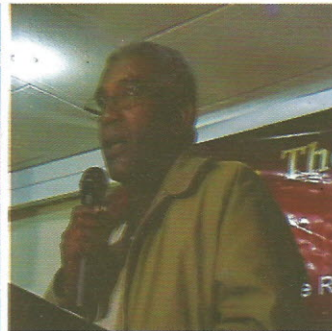
*Ato Tedla Haile*

## The 8<sup>th</sup> Annual National Student Research Forum and the 6<sup>th</sup> Annual Multi-disciplinary Seminar

The Research and Knowledge Management Office, SMU, organized the 8<sup>th</sup> Annual National Student Research Forum and the 6<sup>th</sup> Annual Multidisciplinary Seminar at St. Mary's Multi-purpose Hall on July 22 and 24, 2014, respectively. Sixteen students from St. Mary's University, Addis Ababa University, Adama Science and Technology University, and Debre Birhan University presented their research papers at the Forum, which was a day-long event. The student research papers were selected from Business and Informatics faculties of the aforementioned universities on competitive basis. The rigorous methods the student researchers applied in their studies, their presentations and communication were remarkable. The Founder and President of the University Associate Professor Wondwosen Tamrat gave a welcoming speech.



Associate Professor Wondwosen Tamrat



Dr. Tesfaye Teshome

Dr. Tesfaye Teshome (Associate Professor), Director General of the Higher Education Relevance and Quality Agency (HERQA), made the opening remarks and emphasized the need to produce research works in accordance with the policy frameworks of the national and regional governments of the country.

Similarly, during the 6<sup>th</sup> Annual Multidisciplinary Seminar, which was opened by Associate Professor Wondwosen Tamrat, twelve research papers were presented by researchers from St. Mary's University, Adama Science and Technology University, Wollo University and Mettu College of Teacher Education. They focused on the diverse thematic areas set by the Research and Knowledge Management Office of St. Mary's University. The closing speech was delivered by Ato Tedla Haile, the Executive vice President of SMU.

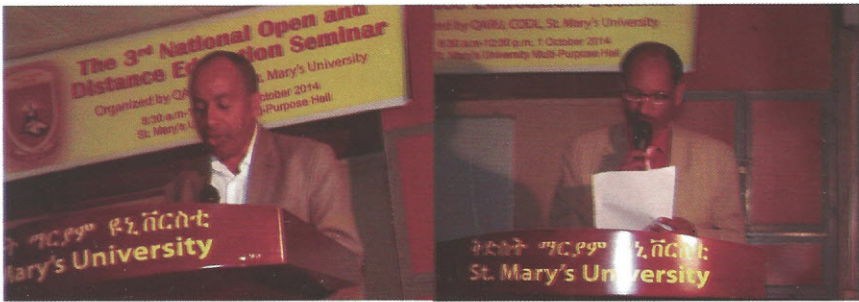
On both days, participants took part actively by raising pertinent questions and forwarding thought-provoking comments.



# The 3<sup>rd</sup> Annual National Open and Distance Education Seminar

The Quality Assurance and Research Unit of the College of Open and Distance Learning, SMU, hosted the 3rd Annual National Open and Distance Education Seminar at the University's Multipurpose Hall at Mexico Campus on October 1, 2014.

Ato Tedla Haile, Executive Vice-President, SMU, opened the seminar, which was attended by over seventy participants, and the closing speech was given by Ato Tsegaye Gebissa, SMU's Vice-President for the College Open and Distance Learning.



Ato Tedla Haile

Ato Tsegaye Gebissa

In the seminar, seven research papers were presented, out of which three came from Alpha University, Adama University and Wolayta Sodo University while the rest were from St. Mary's University.

The papers focused on instructional quality-enhancing strategies, dynamics and challenges of private distance education, challenges and practices of assessment, learners' perceptions of academic dishonesty, cooperation between university library and distance resource centers, language errors in assessment tools, and use of ICT resources. It was believed that implications of the findings of the research would play a pivotal role in ensuring quality of distance education.

## Consultative Meeting

A two-day consultative meeting was conducted among the Coordinators of the 12 Regional Centers, and the Heads of Offices, Units and Departments of the headquarters of the College of Open and Distance Learning (CODL). It was held in the presence of the President of SMU and the Vice-President for Business and Administration, at the headquarters of St. Mary's University, New Building, Syndicate Room, from 19 to 20 May 2014. The meeting, chaired by Associate Professor Wondwosen Tamrat, focused on distance education delivery practices and challenges. Furthermore, the meeting deliberated on how CODL could enhance its institutional capacity and services.

At the end of the meeting, participants agreed on various issues that would be addressed by an action plan to be prepared by CODL's management, and be implemented immediately.



## Training of CODL Staff



A training on Action Planning, Monitoring and Evaluation was conducted under the auspices of the Quality Assurance and Research Unit of CODL on 19 and 20 June 2014.

The training led by Ato Shegaw G/Medhin, was given by staff members of the Center for Educational Improvement and Quality Assurance (CEIQA), SMU, to all heads of offices, units and departments of CODL. Furthermore, a two-day training on Action Research was given to 13 academic and administrative staff members of CODL, at SMU's New Building Syndicate Room, on 24 and 25 June 2014. The resource person was Dr. Melaku Girma, Director of CEIQA.

Both training programs were opened by Ato Tsegaye Gebissa, Vice President for Open and Distance Learning, who explained the relevance of the training and expressed his confidence that the trainees would apply what they gain from the trainings to improve their work practices.

## CODL Graduates Students



Associate Professor Wondwosen Tamrat



Professor Legesse Negash



St. Mary's University, College of Open and Distance Learning (CODL) graduated the 15th batch in Social Sciences, Humanities, and Business and Economics, at the Ethiopian National Cultural Center, on May 3, 2014. The college graduated 3,847 students, out of which 28 % were female. At the graduation ceremony, St. Mary's University President Wondwosen Tamrat underlined that education is a key instrument to understand natural phenomena and human-made developments. The President went on to say that higher education institutions are the proper places to recruit ethical and capable citizens, who could lead the country's development endeavors. Founded 16 years back, St. Mary's University has become one of the renowned higher learning institutions in conducting various research activities and providing quality regular and distance education to the public. He finally called upon all the graduates to put their knowledge into practice in order to accelerate the pace of development of the nation.

At the event, the Guest of Honor, Professor Legesse Negash, from Addis Ababa University, said that the interest in the pursuit of wisdom which Ethiopians have shown in the past and continue to show at present, is best exemplified by the efforts of St. Mary's University. He further said, that is why the prospective graduates completed their distance education programmes with good results despite heavy workloads and family responsibilities. The Professor added that the contribution of the university in producing skilled humanpower for the nation has been a good model for other educational institutions in the country.

At the graduation ceremony, attended by the university community and families of the graduates, the university gave awards to outstanding students.

## The Regular Program Graduates Students

SMU graduated 1,539 regular students at undergraduate level in various fields of studies, at the Addis Ababa Exhibition Center and Marketing Enterprise, on August 3, 2014. On the occasion, Emeritus Professor Yohannes Kinfu, Addis Ababa University, the Guest of Honor, underscored that Ethiopia needs skilled and ethical human resource to enhance the on-going development endeavours. Furthermore, he praised SMU for its tremendous achievement in the education sector.



*Professor Yohannes Kinfu*

## The IGNOU-SMU Program Graduates Students

St. Mary's University (SMU) graduated 160 Master's students in the programs it runs in collaboration with Indira Gandhi National Open University (IGNOU) of India, on September 6, 2014 at the Hilton Addis Ababa. Speaking at the graduation ceremony, the university president, Associate Professor Wondwossen Tamrat said that St. Mary's University, in collaboration with IGNOU, has contributed a great deal in producing skilled manpower to the nation. He further added that former graduates of the university have proved their competence at various government and private institutions.



*Assoc. Professor Wondwossen Tamrat*

The President also stated that the different programs offered by IGNOU and SMU partnership have enabled students to save time, energy and expenses, which otherwise could have demanded them to travel abroad in search of studies at foreign universities.

He underlined that availability of such opportunities at home is playing a pivotal role in reducing brain drain which is a major challenge for developing countries.



*Mr. Sanjay Verma*

After he handed over certificates to graduates, the Guest of Honor, His Excellency Mr. Sanjay Verma, the Indian Ambassador to Ethiopia, said that the IGNOU-SMU cooperation in expanding opportunities in the field of education is an extension of the age-old cooperation and partnership between Ethiopia and India.



## Students' Day!



Ato Binyam Ahmed



Wro. Wudalat Gedamu

The Student Support Services Office, SMU, welcomed the 2014/15 (2007 E.C.) freshman students in a colorful ceremony held at Mexico Campus, on Friday October 31, 2014. The event kicked off with a speech by Ato Tedla Haile, the Executive Vice-President, SMU. On the occasion, Ato Nebiyu Baye, Dean of the College of Performing and Visual Arts, Addis Ababa University, and artist Yohannes Tefera shared their experiences to students of the university.

Furthermore, awareness raising in areas of non-communicable diseases, particularly cancer and the dangers of tobacco, was conducted by a representative from Matiwas Wondu Cancer Society Association, Ethiopia. At the event, W/ro Wudalat Gedamu's and Ato Binyam Ahmed's (both from SMU) poetry recitations were very inspiring to the audience. In addition, the music and folk dances presented at the event were enjoyed by all.



Ato Tedla Haile



Ato Nebiyu Baye



Artist Yohannes Tefera





# Reading and Its Advantages

By Samuel Dernas (SMU)

As one has said, "Education has produced a vast population able to read but unable to distinguish what is worth reading".

My grandfather had been reading the Psalms in Ge'ez for a long time with his eyes full of tears. I do not think he grasped the meaning of what he read. Probably, he read them to secure a place in heaven. However, I would have preferred it if my grandfather had attempted to read the Psalms to learn the intricate Ge'ez grammar. That is what my father did after he joined the Addis Ababa University, the then Haile-selassie I University. That assisted him a lot, and he was able to score an "A" grade in Amharic in his first year study.

We need to read with a purpose, and understand the message the book intends to convey to us. Otherwise, our exercise becomes not reading, but scanning the pages without cognitive processing. It becomes just like a Ge'ez software in a computer attempting to read texts written in Latin scripts.

We may not be conscious, but we are all engaged in day-to-day reading activities: we read signs, symbols, icons, people's faces, people's emotions, body language, between the lines, and the times we live in.

Before the alphabets and books were invented, people used to read only birds' language, the imprints of wild animals on the ground, the different smells emitted by plants, the threatening grimaces of the enemy, the threatening looks of the clouds, the signs of the sky, an impending earthquake, the behavior of insects and fish etc.

Furthermore, ancient Egyptians went through picture - writing symbolizing sounds or ideas, and astrologers have always been engaged in reading the shape of constellations and the movement of stars.

Reading habits are skills that ought to be cultivated by building up interests and insights. Reading should not be restricted only to books; it ought to incorporate the reading and interpretation of things around us. Have you read a telephone directory of St. Mary's University recently or advertisements at The Reporter newspaper? Have you attempted to read between the lines the Ethiopian government's press release? Do you make sense out of a restaurant menu or when a serious manager shouts 'Never!'

You might have. I think, it is not possible to see the lighter part of things, if you cannot see the dark part. If there is a healthy habit people should nurture, it is the habit of reading. People should not tell you which book or magazine to read. Just get the one that interests you, and commence reading. People may not like the book you read, but keep reading it if you like it.

I have read books that people called garbage. I have always read them with ease and relaxation, and brought a massive change in my English language proficiency. When I say garbage books, I mean books that have been thrown away by people in their bus or train journey just because, probably, they have been read.

Still some wits have left us pithily expressed aphorisms and maxims that might discourage those who would like to continue reading books they favor most. They claim that some books bring more light if they are burnt rather than read. On the contrary, there are books that can be tasted, swallowed, and very few chewed and digested. A man was heard saying, "I have got a copy of your book, and I won't waste time to go through." An inappropriate saying, isn't it?

William Shakespeare has said that readers are categorized into four classes: Sponges, who absorb all they read and return it nearly in the same state, only a little dirtied. Sand-glasses, who retain nothing, and are content to get through a book for the sake of getting through the time. Strain-bags, who retain merely the dregs of what they read, and return it nearly in the same state, only a little dirtied. Mogul-diamonds, equally rare and valuable, who profit by what they read, and reflecting, refracting, and enlarging it enable others to profit, too.

Do you not think, it is better to read garbage books than not to read at all, which might build up some kind of habit in you? Once you are bitten by the bug of reading, it becomes a lifetime habit which brings untold happiness to your humdrum life.

The task of reading could begin with jokes or even comics, and then after the reading habit is well developed, you may pass on to reading sophisticated materials such as novels and dissertations.



I have developed reading habit not by reading 'The Great Expectations' or 'David Copperfield', but by reading papers which my mother brought from shops, where they used them to hold sugar for their customers. Therefore, I first started to read literary works not with copies of Charles Dickens or Shakespeare, but with Tom and Jerry which my Mom brought from shopkeepers who used them for packing purposes.

I was able to study lots of English idioms and proverbs, and my understanding of simple English has been enhanced tremendously. Thus this has created a ground for me to communicate in the English language with ease, while others were trying their best to improve their English proficiency by reading grammar books. Eventually, for some of them their efforts were not a success; instead they abused the Queen's English with impunity.

When I was reading the heap of papers, I did so with the ambition of being perfect in the English language, learning the way people conversed to each other, studying the usage of some words and expressions. All in all, I attempted to take advantage of what the people described as 'cheap books'.

Reading could be likened to a miner in inestimable gems. It is up to the miner to get good gems through hard work and patience. A miner comes over, starts to dig for gold, and in an hour's time, he leaves frustrated. Another prospector comes with his mule, looks around and begins to dig with zeal. He tries again, but no luck. He perseveres and continues to dig, plough, and sift with maximum tolerance. And eventually, he comes up not only with gold dust but small specks of diamond as well.

If you are engaged in reading a book, but you think that the writer is stupid, this shows that you have gained from the reading activity. At least, you have been able to comment that some people should not write in the first place. But then wait, their time could come.

To profit more from reading, try to relate things, let your imagination soar into the seventh heaven, sit on the wings of even one word as if it were Pegasus and fly your way into the land of contemplation

where one can hear the rustling of the leaves of knowledge and the warbling of the birds of wisdom. About seven months ago, seated in a café, I came across a discarded and crumpled cigarette pack signed Nyala. I did not have any serious matter to handle, so I picked it up and commenced to read its contents. Somewhere down, I could read 'Smoking kills'.

How many people can read between the lines or make sense out of what they read? There are people who do not benefit from what they read, or simply interpret texts the way they want and advance their sordid theories or doctrines. Some people read without inferring or speculations.

There are also people who do not like to read books, but want to be seen with them, so that they are described as book lovers or bookworms, just for the heck of it. Kebede loved to carry paperback fiction books with the intention of showing off that he is educated. He was reluctant to be considered by people simply as a boy of base appetites and ignoble motives. Thus, he wanted to be perceived as an educated and independent boy. But for the wrong reason! One day, a friend of mine happened to meet him carrying a book in a snack bar, and asked him if he could read the book for a couple of days. He agreed with his idea. He asked him if he had read the book, and he replied that he had read it twice, and that the book was quite amusing to him.

In the evening, my friend was ready to have a pleasant time with the book. Alas, to his dismay, he came across some missing pages. The worst of all was that the book had been mutilated, and hence he could not read it. Kebede should have built his self-confidence in expressing his genuine identity without depending on books.

In the end, reading makes people better if not perfect. We have to take initiatives to get engaged in reading. Fortunately enough, due to technological advancements, books are abundant in the bookshops or in the internet at reasonable price. Thus, the young generation should take advantage of this opportunity, and read them with insight for interminable dividends.

# አብረን እንሥራ

ትምህርት ለአንድ አገር የዕድገት ቁልፍ፤ የድህነት ማባረሪያ መንገድ፤ የዘመናዊነት በርና የሰው ልጅ አዕምሮ ማልሚያ መሳሪያ መሆኑ ግልጽ ነው። በየትኛውም የዓለም ክፍል የሚገኙ አገራት የዕድገት መለኪያዎች በርካታ ቢሆኑም፤ ከምንም በላይ ግን፤ መንግሥታት ለዜጎቻቸው በሚሰጡት ትምህርትን የማዳረስ ትኩረት የተነሳ በሚፈጠረው የጥናትና የምርምር ውጤት ተጠቃሚ የመሆናቸው ዕድል ለተሻለ የሥልጣኔ ክፍታ እንዳደረሳቸው፤ በእርግጠኝነት ለመናገር ይቻላል። በትምህርት አጋኝነት በጥናትና ምርምር የበለጸገ ህብረተሰብ በተፈጠረ ቁጥር በማናቸውም ዘርፍ የተሻለ የዘመናዊነትና የእድገት መሰላል ለመቆናጠጥ የሚችል ማህበረሰብ መፈጠሩ የማይቀር ነው። ይህን አጠቃላይ አመለካከትና አጋጣሚ ሳንዘነጋ፤ በአገራችን ለምዕተ ዓመታት የተጓዥንበትን የትምህርት ሥርዓት ሒደት ብንመለከት የትምህርት ባለቤትነት በአብዛኛው በመንግሥት ይዞታ ስር የተቃኘ ስለነበር፤ በተለይ የጥናትና ምርምር ማዕከል በመሆን የሚያገለግሉት የከፍተኛ ተቋማት ቁጥር እጅግ አነስተኛ እንደነበር ልብ ለማለት እንችላለን።

ይሁን እንጅ፤ ካለፉት ሃያ ዓመታት ወዲህ የነበረው ሁኔታ በመለወጡ ምክንያት ይህን ዕድል በመጠቀም በአገራችን በርካታ የትምህርት ተቋማት ተፈጥረው የየበኩላቸውን ሚና በመጫወት ላይ እንደሆኑ ግልጽ ነው። የቅድስት ማርያም ዩኒቨርሲቲ ይህ ምቹ ሁኔታና አጋጣሚ ከፈጠራቸው ታላላቅ የትምህርት ተቋማት አንዱ ሲሆን ከተመሠረተበት 1991 ዓ.ም ጀምሮ፤ በተለያዩ የአገራችን አካባቢዎች የትምህርት ማዕከላትን ጭምር በመክፈት መንግሥት ትምህርትን በጥራት ለማዳረስ እያደረገ ያለውን አገራዊ ጥረት በማገዝ ላይ ይገኛል። ዩኒቨርሲቲው መላ የአገራችን ዜጎች ወደከፍተኛ የትምህርት እርከን ለመሸጋገር ያላቸውን ሰፊ ፍላጎት በማጥናት በአፀደ ሕፃናት፤ በአንደኛ፤ በመለስተኛና ሁለተኛ ደረጃ እንዲሁም በዩኒቨርሲቲ (በመደበኛና በርቀት) ከሚሰጠው የመማር-የማስተማር አገልግሎት በተጨማሪ፤ ከሌሎች አቻ የውጭ አገር ዩኒቨርሲቲዎች ጋር የመማር ማስተማር ትስስር በመፍጠር፤ በርካታ ኢትዮጵያውያንን በርቀት በማስተማር ላይ ይገኛል። ይህም አገራችን የምታካሒደውን የዕድገትና የልማት ተግባራት ለማገዝ የሚያስችል በዕውቀት/ በሙያ የሰለጠነ የሰው ኃይል በማፍራት በኩል ዩኒቨርሲቲው ሁነኛ ተግባር በማከናወን ላይ መገኘቱን የሚያረጋግጥ ነው።

ቅድስት ማርያም ዩኒቨርሲቲ ከፍተኛ የትምህርት ተቋማት ከሚጠበቅባቸው ዐቢይ ኃላፊነቶች አንዱ በሆነው የምርምርና የጥናት ተግባር በስፋት በመሠማራት፤ በአገራችን፤ በአህጉርና በዓለም ዓቀፍ ደረጃ እንደ ሞዴል ሊጠቀሱ የሚችሉ የምርምርና የጥናት መድረኮችን በማመቻቸት የአገራችን የትምህርት ሒደት በአገር ልማትና በማህበረሰቡ የተሻለ ሕይወት ላይ እንዲመሠረት ለማድረግ ጉልህ ሚና በማበርከት ላይ ይገኛል። ዩኒቨርሲቲው ከጊዜ ወደ ጊዜ የውስጥ አቅሙን በማበልጸግና አደረጃጀቱን በማሻሻል የመማር ማስተማሩን ሒደት በስፋትና በዓይነት አጠናክሮ የቀጠለ ሲሆን፤ ከ2006 ዓ.ም ጀምሮ ወደዩኒቨርሲቲ ደረጃ በመሸጋገር ላቅ ላለ የመማር-ማስተማር ተግባር ራሱን በልዩ ልዩ የአቅም ግንባታ ዘርፎችና የመዋቅር ማሻሻያ ሥራዎች በማድረግ ላይ ይገኛል። ይህ የማሻሻያና የማጎልበቻ ሥራ ተከታታይነት ባለው ሁኔታ የሚቀጥል ሲሆን፤ ይህም ተቋሙን ወደ ተሻለ ደረጃ እንደሚያሻግረው ይጠበቃል።

SMU in Stride የተባለችው የዜና መጽሔት፤ ቅድስት ማርያም ዩኒቨርሲቲ በዚህ ከፍተኛ የእድገት ደረጃ ላይ በሚገኝበት ወቅት ከፈጠራቸው አያሌ አዳዲስ ግኝቶች እና አዳዲስ የአሠራር ስልቶች አንዷ ናት። SMU in Stride ቀደም ብሎ በዩኒቨርሲቲው ልዩ ልዩ የሥራ ዘርፎች ይታተሙ የነበሩና ዛሬ ሕትመታቸው እንዲቆም የተደረገ ሦስት መጽሔቶችን በማጠፍና በመወከል በየሦስት ወሩ የምትወጣ የዜና መጽሔት ናት። መጽሔቷ በኤዲቶሪያል ቦርድ የምትመራ ስትሆን የመጽሔቷን የዕለት ከዕለት ሥራ፤ ሕትመትና ስርጭት የሚከታተለው ደግሞ የዩኒቨርሲቲው ዓለም አቀፍ ግንኙነትና ኮሚኒኬሽን ቢሮ ነው። SMU in Stride የሁላችንም መጽሔት ናት። መጽሔቷ የመምህሩ፤ የተማሪው፤ የሠራተኛውና በአጠቃላይም የዩኒቨርሲቲው ማህበረሰብ መጽሔት ናት። ዛሬ ቁጥር አንድ ብለን የጀመርናት ዕትም በሁላችንም ተሳትፎ ይበልጥ ጎልብታ እንደምትቀጥል ተስፋ ተጥሏል። በዚህ በኩል ዓለም አቀፍ ግንኙነትና ኮሚኒኬሽን ቢሮ ዛሬም ሆነ ወደፊት የእናንተን አስተያየት ተቀብሎ ለማስተናገድ ያለውን ዝግጁነት እየገለፀ ይህች የመጀመሪያ ዕትም መጽሔት ለዚህ ደረጃ እንድትደርስ፤ ከፍተኛ አስተዋጽኦ ያደረጋችሁትን ሁሉ ከልብ ያመስግናል። ወደፊትም ለተከታታይ ዕትሞች የሚሆኑንን የጽሑፍ ውጤቶች፤ በአካል ወደቢሮአችን በማምጣት ወይም በተቀመጠው አድራሻ በመላክ አብረን እንድንሠራ ቢሮው በአክብሮት ጥሪውን የቀርባል።

### ተግባራዊ-አስተዳደር

ከዩኒቨርሲቲው አስተዳደር ዘርፈ-ብዙ ተግባራት ዋና ዋናዎቹ ተቋሙ በአካዳሚክ፣ በጥናትና ምርምርና በማህበረሰብ አገልግሎት ረገድ ለማከናወን ያቀዳቸውንና የሚያከናውናቸውን ተግባራት ሁለገብ በሆነ የሰው ኃይል፣ የማቴሪያልና የፋይናንስ ድጋፍና አቅርቦት ማገዝንና ዕውን ማረጋገጥን ዓላማ ያደረጉ ናቸው። ያለፈው ሩብ ዓመት ክንዩኖች ከዚህ አንጻር ሲገመገሙ የሚከተሉት አቢይ ስራዎች የተፈፀሙባቸው ናቸው።

### የነባር መመሪያዎች ማሻሻያና ስርጭት

ተቋሙ ዛሬ ለሚገኝበት የዕገት ደረጃ ለመብቃት ባለፉት ዓመታት ሲገለገልባቸው የቆዩትን ነባር መመሪያዎች ከወቅታዊ ሆኔታዎች፣ አዋጆችና ደንቦች ጋር አጣጥሞ እንዲያሻሽል በማስፈለጉ፣ በአስተዳደር ካውንስሉ አስፈጻሚነት አስራ አንድ ልዩ ልዩ መመሪያዎችን እንደገና አሻሽሎ በማዕደቅ ስራ ላይ አውሏል። እነዚህ የተሻሻሉ መመሪያዎች፣ በወቅቱ ታትመው ለተቋሙ ልዩ ልዩ አካላት ከተሰራጩ በኋላ የተግባር መመሪያ ሆነዋል።

### በቅድመ-ዝግጅት የታጀበ አዲስ የትምህርት ዘመን

የ2006 የትምህርት ዘመን በተሳካ ሁኔታ ያጠናቀቀው ቅድስት ማርያም ዩኒቨርሲቲ፣ የያዘው የ2007 የትምህርት ዘመን የሰመረ ይሆን ዘንድ ከ2006 ዓ.ም. ሐምሌ ወር ጀምሮ ሁለገብ የቅድመ-ዝግጅት ስራ ሲያካሄድ ቆይቷል። ከመጀመሪያ ዲግሪ እስከ ማስተርስ ዲግሪ በዩኒቨርሲቲ ደረጃ በመደበኛና በርቀት ትምህርት፣ እንዲሁም ከአፀደ ህፃናት እስከ መሰናዶ ት/ቤት ረስ ባሉት ተቋማት ውስጥ የተካሄደው የቅድመ-ዝግጅት ስራ የጉደለውን ማሟላትን፣ የአዲስ ተማሪዎች ምዝገባን፣ የግብዓት አቅርቦትን በበጀት የተደገፈ ዓመታዊ ዕቅድ ማዘጋጀትንና ማዕደቅን፣ እንዲሁም ተጨማሪ የመማሪያና የሥራ ክፍሎች ዝግጅትን አካትቶ እንዲፈፀም ተደርጓል።

### ከተቋማዊ ዕድገት ጋር የተገናዘበ መዋቅራዊ አደረጃጀት ማሻሻያ

ተቋሙ ከመስከረም 2006ዓ.ም ጀምሮ የዩኒቨርሲቲነት ደረጃና ስያሜ ማግኘቱ ይታወቃል። ይህ ደረጃና ስያሜ ከዕድገቱ ጋር የተጣጣመ መዋቅራዊ ማሻሻያ በመጠየቁ፣ የተቋሙ ከፍተኛ ማኔጅመንት በሁሉም አካላትና አገልግሎቶች ላይ ተገቢውን ጥናት ካካሄደ በኋላ፣ በዩኒቨርሲቲው የቅድመ ምረቃ፣ የህረ-ምረቃና የርቀት ትምህርት አካላት አሰራርና ግንኙነት ላይ መዋቅራዊ ማሻሻያ አርጓል። መዋቅራዊ ማሻሻያው ተቋሙ የተቀላጠፈ አገልግሎት በመስጠት ራዕዩን፣ ተልዕኮውንና ዓላማውን እንዲያሳካ የሚያስችለው ነው።

### የሠራተኞች ስምሪትና የስራ ጥምረት መረጃ መዘጋጀት

እያደገ ከመጣው የዩኒቨርሲቲው አገልግሎትና ከሚሰጠው የሰው ኃይል ብዛት አንጻር፣ የሠራተኞችን የስራ ስምሪት (Deployment of Employees) መረጃ አጠናቅሮ መያዝ በማስፈለጉ የተቋሙ የሰው ኃይል አስተዳደር የሁሉንም አካዳሚክ፣ አስተዳደርና ድጋፍ ሰጭ ሠራተኞች የሥራ ስምሪት የሚገልፅ የተደራጀ መረጃ አዘጋጅቷል። መረጃው በተለያዩ የትምህርት፣ የሙያ፣ የሥራ መደብ፣ የዕድሜ የክፍያና የሥራ ልምድ ደረጃ ስለሚገኙት ሠራተኞች አስተማማኝ ሪከርድ መሆኑ ታምናበታል። ከዚህ ጋር በተያያዘም የዩኒቨርሲቲውን አካዳሚክና አስተዳደር ሠራተኞች ጥምረት ሚዛናዊነት ለማረጋገጥ የሚያስችል ጥናት ተካሂዶ ጥምረቱ (Staff Mix) ለሁለት የአካዳሚክ ሠራተኞች አንድ የአስተዳደር ሠራተኛ መሆኑ በመረጋገጡ ተቋሙ በዚህ ረገድ ጥሩ ደረጃ ላይ መገኘቱ ተገልጿል።

### የሥራ ማስተዋወቂያና የተጠና ምደባ ለውጤታማ ሥራ

ዩኒቨርሲቲው ሥራ ጀማሪ ለሆኑ ወይም በዝውውር ለሚመጡ አዲስ ሠራተኞች መነሻ ግንዛቤ የሚያስጨብጥ የስራ ማስተዋወቂያ (Induction) ማንዋል እንዳለው ይታወቃል። ይህንን ማንዋል መሰረት ያደረገ የስራ ማስተዋወቂያም ለተቋሙ አዲስ ሠራተኞች በአዲሱ ዓመት መጀመሪያ ላይ ሰጥቷል። በሌላም በኩል የሰው ኃይልን አመጣጥኖ ከመጠቀም አንጻር ጋር ሰጭ የሆኑ

ሴክራተሪዎችና ተላላኪዎች ምደባ ያደረገ ሲሆን የስራ ክፍሎችን በጥምር እንዲያገለግሉ ከተመደቡት የስራ ጫና ጋር የተገናዘበ የክፍያ ማስተካከያ ማድረግ ታውቋል።

የተቋሙ የሰው ኃብትና አስተዳደር ከዚህ ስራ ጉን ለጉን በልዩ ልዩ ምክንያት ከተቋሙ የለቀቁ የቀሞ ሠራተኞችን የግል ማህደር ለይቶ አደራጅቷል።

## ግንዛቤ ማሳደጊያ አጫጭር ስልጠናዎች

ሙያዊ ዕውቀትን፣ ክህሎትን፣ አሰራርን፣ የደምበኞች አገልግሎትንና የቡድን መንፈስን ከማዳበር አኳያ የአካዳሚክ፣ የአስተዳደርና የድጋፍ ሰጭ ሠራተኞችን ወቅታዊ ግንዛቤ ማሳደግ በማስፈለጉ ከተቋሙ ልዩ ልዩ አካላት የተውጣጡ የተለያዩ ባለሙያዎችን እንደየስራ ባህርያቸው ከፋፍሎ በCustomer Handling, በComputer Application and Secretarial Procedure, በJob Analysis and Evaluation, በProcurement and Material Management በTeam Building and Conflict Management መሰረተ-ሐሳቦች፣ ልምዶችና አተገባበሮች ላይ የተመሰረቱ አምስት አጫጭር ስልጠናዎችን ሰጥቷል። ስልጠናዎቹ በተቋሙና ከተቋሙ ውጭ በተገኙ በሳል ባለሙያዎች የተሰጡ ሲሆን፣ የዩኒቨርስቲው ልዩ ልዩ የስራ ኃላፊዎች በተገኙበት ለተሳተፊዎች የምስክር ወረቀት ተሰጥቷል።

## ትኩረት ለተቋማዊ ዕድገት

ዩኒቨርስቲው 2ኛውን የ5 ዓመት ስትራቴጂክ ዕቅድ አዘጋጅቶ መተግበር ከጀመረ 2ኛ ዓመቱን ይዟል። በዕቅዱ መሰረት የሚከናወኑትና እንዲከናወኑ የሚጠበቁት ተግባራት ከተቋማዊ ስሙ፣ ደረጃውና ክብሩ ጋር የሚጣጣሙ እንዲሁም ራዕዩን፣ ተልዕኮውንና ግቦቹን የሚያራምዱ ሆነው መገኘት ይኖርባቸዋል። ይህ ዕውን ሆኖ እንዲታይም የሚከተሉት አራት አቢይ ጉዳዮች ልዩ ትኩረት ያሻቸዋል።

### 1. ተገቢ የሐብት አጠቃቀም

ልዩ ልዩ ማቴሪያላዊ ግብዓቶች፣ ፋይናንስና የሰው ኃይል፣ ከጊዜ ጋር ተቀናጅተው ስራ ላይ ሲውሉ፣ ለተቋማዊ ዕድገት ወሳኝ አቅም ናቸው። የዩኒቨርስቲውን ሁለገብ ስራዎች ከእነዚህ

ጠቃሚ ሪሶርሶች በብቃት ላይ የተመሰረተ አጠቃቀም ውጭ ማሰብ ስለማይቻል በየደረጃው የሚገኙ የተቋሙ አካላትና ሠራተኞች ሁሉ ከብክነት የፀዳ፣ በቁጠባ ላይ የተመሰረተና ብቃት ያለው የሀብት አጠቃቀምን አዘውትረው ተግባራዊ ሊያደርጉ ይገባል።

### 2. መልካም አስተዳደርና የደምበኞች መስተገንጫ

አበው ሲተርቱ ከፍተኛ ፊት ይላሉ። በተለምዶ አገላለፅም ደምበኛ ገንብ ነው። በመርህ ላይ የተመሰረተ መልካም አስተዳደርና ምስጉን የደምበኞች አያያዝ ማስፈን የሚያስፈልገው ይህንን በመፈፀም አወንታዊ ተቋማዊ ገፅታ ለመገንባትና በተግባር የተደገፈ መልካም ስም ለማትረፍ ነው። የዩኒቨርስቲው ሠራተኞች ይህን ማድረግ ይጠበቅባቸዋል።

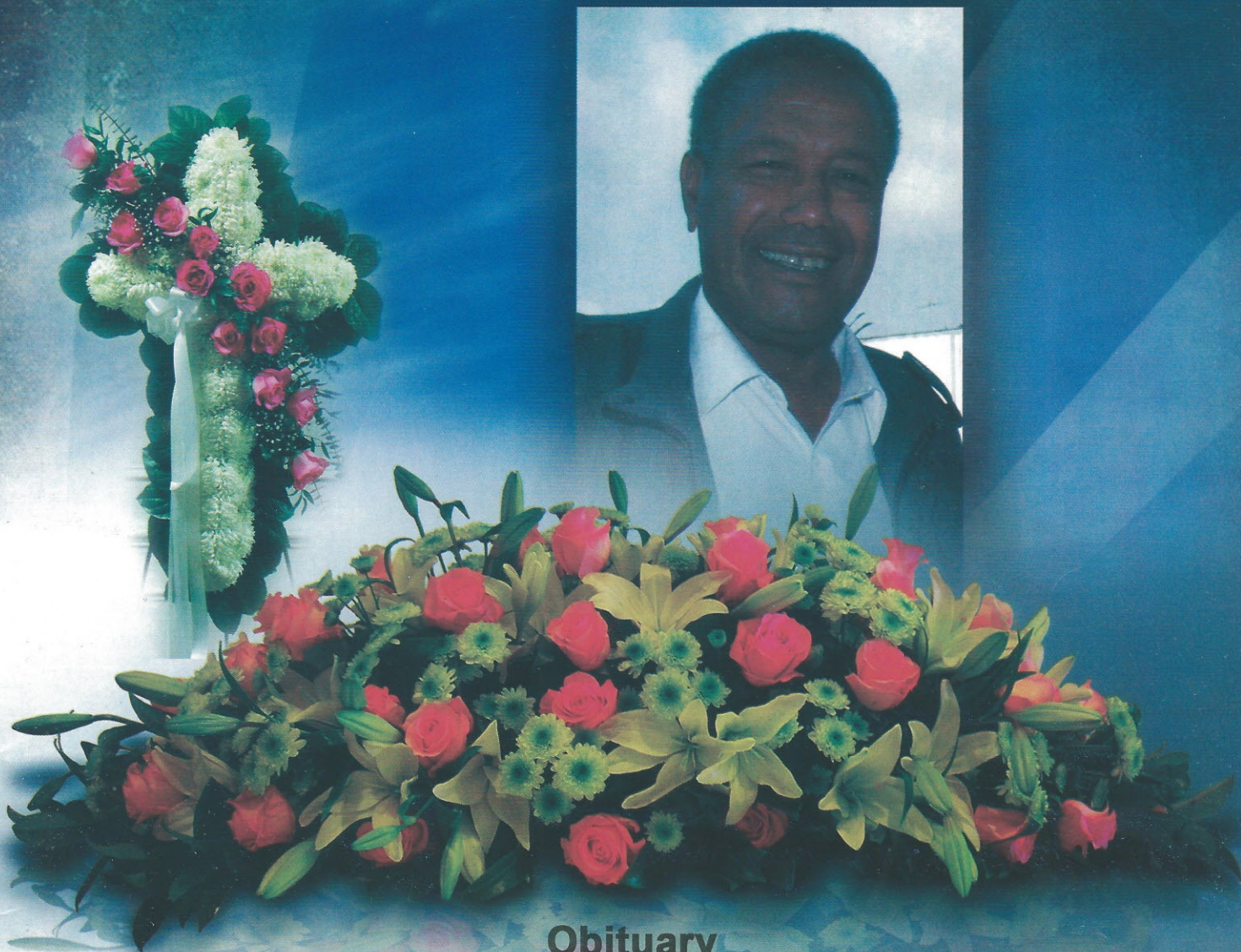
### 3 የጥራት ደረጃና መለኪያን ማክበር

የተቋሙ አቢይ ስራ የትምህርት አገልግሎትን፣ ጥናትና ምርምርንና ማህበረሰባዊ ተሳትፎን አጠናክሮ ማካሄድ በመሆኑ ይህ ሁለገብ ስራ ወቅቱ የሚጠይቀውን የጥራት ደረጃና መለኪያ ማሟላት ግዴታው ነው። የተወዳጅነትና የተመራጭነት መስፈርቱም ይሄው ነው። ስለሆነም አሁንም በጥራት፣ ለጥራት መስራትና በጥራት የሚታወቅ ተቋም መገንባት የዩኒቨርስቲው ማህበረሰብ ባህል ሆኖ ሊቀጥል ይገባል።

### 4. በዓላማና ዕውቀት ላይ የተመሰረተ የአገልጋይነት መንፈስ

ዕውቀትና ክህሎቱን በትምህርት ያበለፀገና በልምድ ያዳበረ የስራ ኃላፊና ሠራተኛ ስራውን የሚያከናውነው በዓላማ ላይ ተመስርቶ ጭምር በመሆኑ፣ ኃላፊነቱን ሲወጣ አዩኝ አላዩኝ ብሎ ወይም እዩኝ እዩኝ ብሎ ሳይሆን በራሱ የስራ መንፈስና ጥንካሬ ላይ ተመስርቶ ነው። ቅን አገልግሎት ከሁሉም በላይ የህሊና ደስታን የሚፈጥር ሲሆን፣ ትኩረት አገልጋይነትም ሙያዊ ስነ-ምግባርን የማክበር መገለጫ ነው። የተቋማችን ኃላፊዎችና ሠራተኞች ይህን የሥራ መንፈስ የበለጠ ማገለልበት ይጠበቅባቸዋል።





## Obituary

It was with the deepest sadness and shock that the community of St. Mary's University received the news of the death of Ato Fekadu Begna on the 19th of January 2015, here in Addis Ababa. Born in 1940 E.C. in Addis Ababa, Ato Fekadu went to Teferi Mekonnen School (now Entoto Technical and Vocational College) and then Beide Mariam Lab School before he joined Haile Silassie I University (now Addis Ababa University) in 1959 E.C. After he completed his undergraduate degree, he started work as a teacher at Bahir Dar Comprehensive High School in 1964 E.C. followed by W/ro Siheen Comprehensive High School in Dessie, and then he came back to Addis Ababa and continued his teaching career at Tikur Anbesa High School during which time he pursued his graduate studies and earned an MA in History.

After his long years of service under the Ministry of Education, as History teacher, Ato Fekadu joined St. Mary's twelve years back as a teacher and Head of the Social Sciences Department. Thereafter, he assumed deanship position of the Faculty of Teacher Education, and then deanship of the Distance Education Division (now College of Open and Distance Learning). Until the time of his death, he was serving as the Director for the Testing Center of the University, which is entrusted with diverse responsibilities; including developing university-wide standardized tests, administering international tests, and preparing and administering recruitment tests for public and private institutions.

As a man of hard work, integrity and selfless commitment to the duties he was responsible for, Ato Fekadu, whose body was laid to rest at Repi Medhane Alem Church on the 21st of January 2015, is greatly missed, not only by his family, but by all who knew him very closely; not least St. Mary's community. St. Mary's University expresses its condolences to his family at this testing moment of their loss of a caring father and teacher.



# St. Mary's University

## **Graduate Programs**

- MBA
- MBA (with HRM concentration)
- Accounting & Finance
- Computer Science
- Project Management
- Marketing Management
- Development Economics
- Rural Development
- Agricultural Economics
- Agri-Business

## **Undergraduate Programs**

- Tourism and Hospitality Management
- Information Technology
- Information Systems
- Computing Science
- Management
- Marketing Management
- Accounting

## **Graduate Programs in Partnership with IGNOU**

- Master of Business Administration (MBA)
- Master of Commerce (MCOM)
- Master of Arts in Economics (MEC)
- Master of Arts in Rural Development (MARD)
- Master of Arts in Sociology (MSO)
- Master of Arts in Public Administration (MPA)
- Master of Arts in Political Science (MPS)
- Master of Arts in Social Work (MSW)

## **Twinning Program with Marshall University**

- Bachelor of Business Administration (BBA)

## **Distance Undergraduate Programs**

- Accounting
- Marketing Management
- Rural Development
- Management
- Cooperatives
- Agricultural Extension
- Economics
- Sociology
- Agricultural Economics
- Educational Planning and Management
- Finance and Development Economics
- Agribusiness Management

## **Other Service through our Testing Center**

- TOFEL ibt (internet based)
- GRE (Graduate Record Examination)
- Recruitment tests
- ACCA Registration and Tuitions

## **Short term Training**

- Business and Computer Science areas