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Committed to Excellence!

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Editorial

Dear readers,

Greetings and a warm welcome to our Vol. 19, Issue No. 39 of 2017 Quarterly SMU in Stride Newsletter. This Issue brings to you the News and Events which took place at SMU during the quarter.

We present, under the News and Events Section, what have taken place at the University in relation to Teaching and Learning, Research and Development, and the Partnership, Outreach and Community Services, which are among the overarching strategic priorities of the University. The main events appearing under the Teaching and Learning, among others, are the High-level Leadership Symposium for Ethiopian University Leaders, which took place here in Addis Ababa, from April 19-21, 2017 with the objective of building the capacity of university leaders in view of the various responsibilities they assume, and a series of public lectures organized by the Research and Knowledge Management Office of SMU, under different titles and focuses including Heritage and Tourism, the Development of a Production and Medieval Culture and Heritage Sites of Ethiopia.

The participation of SMU in various charity and community outreach services through its Student Support Services Office of the Undergraduate Program and SMU staff and students to support the Qoshe Waste Disposal Landslide Victims are among the major news which appear under the Partnership, Outreach and Community Services section of the Newsletter.

The admin-related news section outlines the capacity building training, charity services and other activities accomplished by St. Mary's Business and Administration Division.

Enjoy reading!

IRC Office, SMU

NEWS AND EVENTS

Teaching and Learning

RaKMO Organized a Series of Public Lectures

The Research and Knowledge Management Office (RaKMO), SMU, organized a series of public lecture. The first of the series was the public lecture under the title, ‘Ethiopian Space Archaeology’ and the Prester John Myth: Capitals Found, the Might and Demise of an Absolute Medieval Power, with a Focus on Heritage and Tourism. The lecture was delivered by Prof. Marco Vigano on 17 May 2017 at the Multi-purpose Hall, SMU, in the presence of H.E. Girma W/Giorgis, former President of FDRE, as the Guest of Honor. Welcoming remarks were made by Wondwosen Tamrat (Associate Professor), Founder and President of St. Mary’s University.



The lecture largely covered heritage sites little known to few people and unknown to most, but located in and around Addis Ababa. Challenging the Euro-centric analysis of heritage relics, the presenter shed light on sites dating back to the early Medieval Period. The presentation was based, in

large measure, on maps drawn by Ethiopian monks several hundred years ago. Arguing on the Medieval roots of Addis Ababa and its vicinities, Prof. Vigano claimed that the Menagesha Forest could probably be the one and the oldest national park in the world.

Although the lecture targeted students of Tourism and Hospitality Management, present on the occasion were students and staff members from diverse disciplines. Invited guests from the Italian Embassy and the Ministry of Culture and Tourism were also in attendance at the event. The lecture was followed by lively discussions, reflections and suggestions on the need to explore further the untapped natural and cultural heritage of Ethiopia.

The second public lecture was conducted for a half day under the title, “The Development of a Production” on May 23, 2017 at SMU Main Campus. Mr. Mario Mamigliari, a professional film producer and actor from Italy conducted the lecture covering wide areas and techniques of production of Audio-visual and other documentaries. A total of 16 representatives of relevant departments of the university including ICT Development and Support Unit, International Relations and Communication Office, SMU Press, Research and Knowledge Management Office(RaKMO), College of Open and Distance Learning and Human Resource Management, attended the lecture.



The third public lecture was conducted on June 7, 2017 at SMU Main Campus. The theme of the lecture was Medieval Culture and Heritage Sites of Ethiopia and the speaker was Professor Samuel C. Walker from the US, currently in Addis Ababa. Professor Walker is keenly interested in promoting the heritage for tourism and development. In attendance were some distinguished scholars and representatives of international organizations as well as senior staff and students of SMU.



The lecture was set in context with a brief welcoming remarks by the President of SMU, Associate Professor Wondwosen Tamrat. The event was jointly organized by Research and Knowledge Management Office and the Department of Tourism and Hospitality Management of the University.

The public lecture series will continue in the coming months and will address different thematic areas that have considerable contributions to the development of the country.



MBA in Impact Entrepreneurship Launched

St. Mary's University (SMU), in partnership with Università Cattolica del Sacro Cuore (UCSC) of Milan, Italy, launched a unique executive MBA in Impact Entrepreneurship at the Italian Cultural Institute here in Addis Ababa, Ethiopia, on May 23, 2017.



In his opening remarks, Wondwosen Tamrat (Associate Professor), President of St. Mary's University, said this MBA program has been introduced after looking into the enormous benefits it would contribute to Ethiopia's development plans and needs to forge the next generation of impact entrepreneurs in Ethiopia.



Prof. Mario Molteni, CEO, E4Impact Foundation, underscored that this MBA program will give a unique platform for Ethiopian entrepreneurs and would-be entrepreneurs to start or scale up their businesses. In a similar vein, the program coordinators mentioned that the program adopts a tailor-made approach focused on developing participants' project into successful business venture and helps them develop business models, business plans and presentations to raise funds. The program will also provide participants one-to-one mentoring and chances to present their business to investors, said Martino Ghielmi, Area Manager, E4Impact Foundation.



The MBA program adopts a flexible approach to allow active and aspiring entrepreneurs to do their study without affecting their regular work. The program confers an international degree from Catholic University of Milan, Italy.

Award Ceremony Held



A ceremony to award the best achievers from Addis Ababa City Administration public preparatory Schools 12th grade students was held at Radisson Blu Hotel here in Addis Ababa, on May 12, 2017. Initiated by All Mart Supermarket, the project was undertaken in collaboration with St. Mary's University. Our Testing Center took up the challenging task of screening the best ten achievers in a two-round examination. While more than 6500 students from twenty preparatory schools were expected to sit for the first round, a little over 3000 students showed up to take the examination. Of these, the Testing Center identified a hundred top scorers, who were to take the final examination, which would determine the top ten students.



At the ceremony, organized by All Mart and supported by sponsors in the business and industry, students received monetary rewards from the organizers and sponsors. Giving short remarks at the beginning of the ceremony, as was the case with

All Mart and the Education Bureau representative, the Executive Vice President, SMU, jointly with the representative from the Addis Ababa Education Bureau, handed over the rewards to the top three students, while the remaining seven were awarded by other sponsors of the project.

High-level Leadership Symposium Organized for Ethiopian University Leaders

St. Mary's University, in collaboration with the Federal Ministry of Education, Addis Ababa University, Addis Ababa Science and Technology University, and Kwazulu-Natal University of South Africa, organized a High-level Leadership Symposium for Executives of Ethiopian Universities.

The participants were presidents, vice presidents and directors of directorates from Ethiopian public universities, representatives from other pertinent government institutions and offices. The event took place at Intercontinental Addis Hotel here in Addis Ababa, during April 19-21, 2017. The objective of the Symposium was to build the capacity of university leaders in view of the various responsibilities they assume.



The welcome address and introduction was made by Professor Damtew Teferra, Leader, International Network for Higher Education in Africa

and Higher Education Training and Development, University of Kwazulu-Natal South Africa and the opening remarks by H.E. Dr. Samuel Kifle, State Minister of Higher Education, MoE, and Dr. Beatrice Njenga, representing H.E. Dr. Martial De-Paul Ikounga, Commissioner, Human Resources, Science and Technology, African Union Commission. The Symposium was officially opened by H.E. Dr. Samuel Kifle, State Minister of Higher Education. The three-day Symposium comprised of Keynotes, round-table discussions and group discussions and presentations on Case studies.

Some of the themes covered by keynote speakers included: Key Trends in Global Higher Education by Dr. Eva Egron-Polak, Secretary General and Executive Director of International Association of Universities, based in France; Key Trends in African Higher Education: The Leadership Conundrum, by Professor Damtew Teferra, Leader, International Network for Higher Education in Africa and Higher Education Training and Development, University of Kwazulu-Natal South Africa; Innovation and Change in Higher Education: The Role of Leaders, by Professor N.V. Varghese, former Director, UN-ESCIO-IIEP, now Director, Center for Policy Research in Higher Education, based in India.



The round-table discussions were delivered on key themes which included: Higher Education Leadership in Changing World; Quality, Excellence and Relevance: The Role of Leadership; and Research, Innovation and Funding: The Role of Leadership. Participants of the round-table discussions included universities in Ethiopia, including St. Mary's University, Uganda, Egypt, Finland, South Africa; Center for Policy Research in Higher Education, India; International Association of Universities, France; USAID Ethiopia; HERQA, African Union Commission; DAAD, Germany; Norwegian Embassy, Ethiopia; Desert Locust Control Organization for Eastern Africa, Ethiopia; and UNESCO/IICBA.

Finally, concluding remarks and the way forward were given by H.E. Dr. Samuel Kifle, State Minister of Higher Education, MoE.

An Experience Sharing Visit Held

A team of the Career and Internship Unit, SMU, carried out an experience sharing visit to the School of Commerce, Addis Ababa University, on 7th March 2017. The visit was aimed at acquiring relevant experiences regarding the internship implementation.

Following a warm welcome by the Head of the Department of Marketing, the team had the opportunity to visit the premises of the School and to get briefed on the issues pertaining to field practicum as implemented by the Marketing Department. While the details of the Field Practicum (known as Internship at SMU) are similar to the ones practiced at SMU, the link between and the alumni of the School of Commerce has been found to be strong.

St. Mary's Took Part at a Panel Discussion on Quality Education

St. Mary's University took part in a live panel discussion organized by Ethiopian Radio Broadcast FM 93.1 on April 4, 2017. The objective of the panel discussion was to discuss the concept of quality and the problems of quality education in Ethiopia. The invited panelists were experts from MoE, HERQA and St. Mary's University.

The panelists participated in explaining the problems that hinder the national efforts to achieve quality education. From St. Mary's University, Ato Adugnaw Alamnew, a staff from Center for Educational Improvement and Quality Assurance (CEIQA), who participated in the panel discussion discussed the problems of quality education and the role of stakeholders in improving and ensuring quality education. The audiences from different Ethiopian regions raised questions, forwarded comments and suggestions, while the panelists responded to the questions posed by listeners.

Seminar on Potential Research Areas Held



The Department of Computer Science at SGS hosted a seminar aiming at presentations on potential

research areas for M.Sc. students, in general, and those preparing to write theses or project proposals in the current semester, in particular, on March 6th 2017 at SMU Main Campus. The presentations were delivered by three professionals from INSA – Information Network Security Agency. The topics were categorized into three, viz., Cyber and Communications Engineering Services, Cyber Security Standardization, and Cyber Security Management. The respective presenters discussed the main challenges at organizational and national levels where SMU’s prospective Computer Science graduates would directly or indirectly engage themselves in.



In the first topic, the issue of data storage and data center security solutions with respect to cloud computing and Software Defined Network (SDN) design considerations, industrial control system mainly Supervisory Control and Data Acquisition (SCADA) systems, smart grid security solutions, security in Internet of Things (IoTs), interoperability of various wireless technologies, and Quality of Service (QoS) issues in such technologies were presented as potential research areas.

In the second presentation topic, the main needs identified by INSA which are frameworks, standards, and methodologies were presented. These three main needs can be worked out in various specific areas of challenges like cryptography, PKI – Public Key Infrastructure, biometrics, digital forensics, cyber defense and cyber security engineering, among others.



The last topic discussed was cyber security management, where cyber security risk assessment and management, framework formulation, implementation and organizational support and certification were identified as the main focus areas each of them having their own specific researchable topics. Finally, both the facilitator and the industry experts pointed out that this is not the final and the only discussion to define a researchable topic but rather a first and all-in-one discussion platform where further refined and personalized collaborations involving students and their instructors on specific topics may commence any point in time.

Research and Development

Training Conducted on Personal Branding

The Career and Internship Unit (CIU) organized a half day training on “Personal Branding”, on April 8, 2017 at Multi-purpose Hall, Undergraduate Campus, SMU. The training was provided to Career Club members and non members and was aimed at internalizing employability skills and acquainting students with the necessary information on career development/ services.

career and personalities. Moreover, she encouraged the participants to attend such trainings and workshops and invited those interested to join the Career Club.



The training was given to a total of 66 students in the presence of invited teachers by Ato Mekdela Mekuria from the Department of Marketing Management, who has expertise in entrepreneurship and related business areas.

Student Frewyni Melese, the chairperson of the Career Club, gave highlights on the objectives of the Club and its importance in developing students’

The training was well received by the participants and witnessed as being educative and in giving them directions towards building up their career in the future.

Training on Learning Management System Conducted

The ICT Development and Support Unit, SMU, provided training on Learning Management System Software to 36 instructors from the Faculty of Business, Faculty of Informatics, Faculty of Accounting and Finance and Department of Basic Courses on four successive days, with staff members of each faculty having a day-long training. The objective of the training was to provide basic skills on how to use the software to support the teaching-learning process.

Partnership, Outreach and Community Services

Tesfa Kokeb Primary School Visited

The Student Support Services Office of SMU, in collaboration with the Faculty of Business and Student Union, organized a visit to Tesfa Kokebe Primary School located at Lideta Sub City, on April 20, 2017.



The objective of the visit was to promote the culture of helping the disadvantaged to cope with the problems they faced by giving them material and academic support. During the visit, a total of 158 exercise books and 145 pens were donated through the school administrator.



SMU Students Visited Hamlin Addis Ababa Fistula Hospital



The Student Support Services Office, in collaboration with the Student Union and Charity Club, organized a visit to Hamlin Addis Ababa Fistula Hospital on April 20, 2017.



The aim of the visit was to establish links and to provide food items for about 50 mothers currently admitted to the hospital and encourage students to be involved in community activities.

A campaign Held at Gergesen

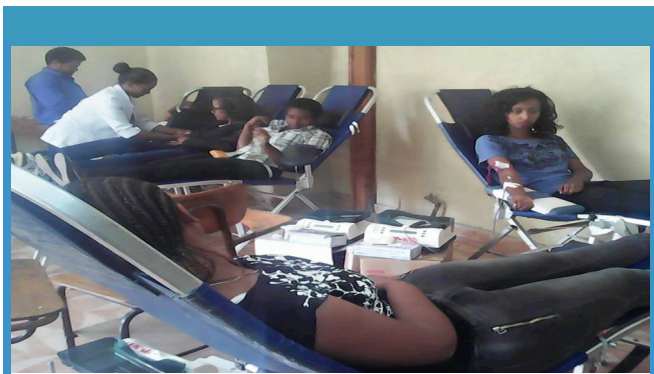
The Student Support Services Office organized a campaign to promote the culture of volunteerism among students of St. Mary's University. The cam-

campaign was held on April 6, 2017 at Gergesenon Association for The Elderly and Mentally Disabled People.



Gergesenon provides services for 320 mentally and physically challenged individuals aged 6 to 99 years. According to the information from the social worker and from our own observation, the center does not have any permanent source of income and has multiple problems to provide shelter, medical facilities, food item and human resource as needed.

The Second Round Blood Donation Conducted



The Student Support Services Office organized the 2009E.C. 2nd round blood donation program in collaboration with the Ethiopian Blood Bank, at the Undergraduate Campus, SMU. At the event, 72 volunteers donated blood. In the current 2009E.C academic year, two consecutive blood donation sessions were held with a total of 215 donors.

SMU Staff and Students Supported the Qoshe Waste Disposal Landslide Victims



St. Mary's staff and students joined hands in supporting the victims of the recent Qoshe waste disposal landslide which took the lives of many while injuring many others. The donation included in-kind provision of rice, bottled water and soap, which is estimated to be Birr 49,000, and used clothes.



The donation was handed over to the committee established to coordinate the support given to the victims' families, on March 27, 2017, by the Student Support Services Office of the Undergraduate Program, SMU. The Office extends its heartfelt gratitude to all staff and students who lend their hands to the victims at the decisive moment they needed such support most.

ዜና አስተዳደር

የዩኒቨርሲቲው ቢዝነስና አስተዳደር ዘርፍ ሠራተኞች የበጎ አድራጎት ድጋፍ አደረጉ

በቅድስት ማርያም ዩኒቨርሲቲ ቢዝነስና አስተዳደር ዘርፍ ሥር የሚገኙ ሠራተኞችን በማስተባበር በ2009 ዓ.ም የበጀት ዓመት በማሳበራዊ አገልግሎት ዘርፍ ተሳትፎ ለማድረግ አቅዶ የተንቀሳቀሰው የሥራ አስፈጻሚ ኮሚቴ 75 የዘርፉ ሠራተኞች በተሳተፉበት የበጎ አድራጎት ሥራ በጥሬ ገንዘብ ብር 2,090.00ና 42 ልዩ ልዩ ዓይነት አልባሳትን በማሰባሰብ ማድረግን አንሡ” ለተባለ የነዳያን መርጃ ማሳበር ሚያዝያ 3 ቀን 2009 ዓ.ም አስረከበ፡፡



የእርዳታውን ገንዘብና አልባሳት ለማህበሩ ያስረከቡት ሁለት የሥራ አስፈጻሚ አባላትና ሁለት የአስተባባሪ ቡድኑ አባላት ለወደፊቱም በተቻለ መጠን ከበጎ አድራጎት ድርጅቱና ከተረጎሟቸው ጎን እንደሚቆሙ በዩኒቨርሲቲው ስም ቃል የገቡ ሲሆን “የወደቁትን አንሡ” የነዳያን መርጃ ማሳበር መሥራች አቶ ሥንታየሁ አበጀ ከ19 ዓመት በፊት ከፍተኛ የኢኮኖሚና የጤና

ችግር ገጥሟቸውና ረዳት አጥተው ከመንገድ ዳር ወድቀው እንደነበር ጠቅሰው እግዚአብሔር ቢፈውሳቸው እንደ እርሳቸው ረዳት አጥተው በየመንገዱ የወደቁትን ለመርዳት ቃል ኪዳን ገብተው ጤናቸው ስለተፈወሰላቸው መስከረም 1 ቀን 1990 ዓ.ም ሁለት በጎ ፈቃደኞችን በማስተባበር ያቋቋሙት ማህበር መሆኑንና በአሁኑ ጊዜ 120 ተረጎሞችን በማስተዳደር ላይ እንደሚገኝ ለቡድኑ አስረድተው ለተደረገው ድጋፍ ከፍ ያለ ምስጋና አቅርበዋል፡፡

በተያያዘ ዜና የዩኒቨርሲቲው የበጎ አድራጎትና የማሳበራዊ አገልግሎት ተሳትፎ ዕውቀትን፣ ገንዘብንና ጉልበትን ከመለገስ የአካል ክፍልን ወደ መለገስ ተሸጋግሮ ስድስት የተቋሙ ሠራተኞች ከኅልፈት በኋላ የዓይን ብሌናቸውን ለመለገስ ቃል በመግባታቸው የቃል ኪዳን ምዝገባውን በኢትዮጵያ የዓይን ባንክ ጽ/ቤት ለማስፈጸም ቀጠሮ መያዛቸው ታውቋል፡፡

የደንበኛ አያያዝ/Customer Handling/ ሥልጠና ተሰጠ

በቢዝነስና አስተዳደር ዘርፍ የሰው ሀብት አስተዳደር ክፍል የደንበኛ አያያዝ/Customer Handling በሚል ርዕስ ከመጋቢት 18-20 ቀን 2009 ዓ.ም. ድረስ ለሦስት ግማሽ ቀናት የቆየ ሥልጠና ሰጠ፡፡ የሰው ሀብት አስተዳደር 20 ሠራተኞችን ለማሰልጠን በዕቅድ ይዞ የነበረ ቢሆንም ለዚህ ሥልጠና ከሥራ ክፍሎች የ34 ሠራተኞች ስም ዝርዝር ተልኮ ስም ዝርዝራቸው ከተላከላቸው ውስጥ 31ዱ ሥልጠናውን ተከታትለዋል፡፡ ሥልጠናው የተዘጋጀው ደንበኞችን ከማስተናገድ ጋር በተያያዘ ሥራ ላይ ለተሰማሩ ሠራተኞች ሲሆን ዓላማውም እነዚህ ሠራተኞች ተገቢውን ግንዛቤ ጨብጠው ተገቢውን አገልግሎት መስጠት እንዲችሉ ለማገዝ ነው፡፡

ሥልጠናውን የሰጡት በዩኒቨርሲቲው የማርኬቲንግ ማኔጅመንት ትምህርት ክፍል ኃላፊ የሆኑት አቶ ኢብራሂም ፈድልራህማን ሲሆኑ በሥልጠናው ከቀረቡት

ርዕሶች መካከል የደንበኛ አገልግሎት ትርጉምና ጠቀሜታ፤ ጥሩ የደንበኛ አገልግሎት ምንነት፤ የደንበኛ አገልግሎት ለመስጠት የሚያስፈልጉ ክህሎቶች፤ የአመለካከት መገምገሚያ፤ ለመግባባት የሚረዱ ነጥቦች፤ ደንበኞችን የማድመጥ ዘዴ፤ የደንበኛ ፍላጎቶች፤ የደንበኛ እርካታ፤ ደንበኛን ማጣት የሚያስከትለው ኪሳራ፤ መሰረታዊ የድርጅት ዓላማዎች፤ ጥሩ የደንበኛ አገልግሎት የመስጠት ጥበብ፤ ድርጅቶችና ደንበኞቻቸው፤ ደንበኛን ማወቅ፤ ጥሩ የሆነ የካምፓኒ እይታ መፍጠር፤ ከደንበኛ ጋር የሚያቀራርብ አመለካከት ማዳበር፤ የደንበኛ አቀራረብ ሥርዓት፤ መወገድ ያለባቸው ባህርያት፤ የተለየ ትኩረት የሚፈልጉ ደንበኞች የሚሉት ዋና ዋናዎቹ ናቸው፡፡

የአለም አቀፍ የፋይናንስ ሪፖርቲንግ ስታንዳርድ ሥልጠና ተሰጠ

የቅድስት ማርያም ዩኒቨርሲቲ ከኢትዮጵያ አካውንቲንግና አዲት ቦርድ (Accounting and Audit Board of Ethiopia- AABE) ጋር በመተባበር በአለም አቀፍ የፋይናንስ ሪፖርቲንግ ስታንዳርድ (International Finance Reporting Standard(IFRS) ላይ ያተኮረና ከየካቲት 6-13 ቀን 2009 ዓ.ም ለሰባት ተከታታይ ቀናት የቆየ ስልጠና በዩኒቨርሲቲው ዋና ግቢ የመሰብሰቢያ አዳራሽ አካሄደ፡፡ ሥልጠናው የተሰጠው በቅርቡ በፀደቀውና ለተግባራዊነቱ ለተለያዩ ቢሮዎች፣ በተለይም ለከፍተኛ ትምህርት ተቋማት፣ አዋጁን አስመልክቶ ሥልጠና የመስጠት ሃላፊነት የተሰጠው የኢትዮጵያ አካውንቲንግና አዲት ቦርድ በተቋቋመለት የአለም አቀፍ የፋይናንስ ሪፖርቲንግ ስታንዳርድ አዋጅ ቁጥር 847/2007 መሠረት ነው፡፡



በተቋሙ የአገር ውስጥ ውሎ አበል ክፍያ ላይ ማሻሻያ ተደረገ

ለዩኒቨርሲቲው የአገር ውስጥ የመስክ ሥራዎች ሲከፈል የቆየውን ውሎ አበል ከወቅቱ የኑሮ ውድነትና የገበያ ዋጋ ጋር አጣጥሞ ማሻሻል በማስፈለጉ ተገቢው ጥናት ከተደረገ በኋላ ተሻሽሎ ከመጋቢት 2009 ዓ.ም ጀምሮ ሥራ ላይ ዋለ፡፡ ማሻሻያው ወቅታዊ የገበያ ዋጋን፣ ተቋማዊ አቅምን፣ አካባቢያዊ ሁኔታዎችንና የሌሎች ተቋማት ልምድን አጣጥሞ የተደረገ ሲሆን ለአፈጻጸም እንዲያመች ሆኖ መዘጋጀቱ በተግባር ታይቷል፡፡



የሥልጠናው ዋና ዓላማ ዩኒቨርሲቲዎች የሚሰጡትን የአካውንቲንግ ትምህርት ሥርዓተ ትምህርት(ካሪኩለም) በመከለስና አለም አቀፍ ደረጃውን እንዲጠብቅ በማድረግ የገበያውንና የኢኮኖሚውን ፍላጎት የሚያሟሉ ተመራቂ ተማሪዎችን ለማፍራት እንዲችሉ ለማገዝ ነው፡፡

በሥልጠናው ላይ የቅድመ-ምረቃ ፕሮግራም መምህራን፣ የቅድመ-ምረቃ ፕሮግራም ፋይናንስ ሃላፊ፣ የአፕንና

ርቀት ትምህርት ኮሌጅ የአካዳሚ አባላት፣ የኦፕንና የርቀት ትምህርት ኮሌጅ የፋይናንስ ክፍል ሃላፊዎች፣ የድህረ-ምረቃ ትምህርት ቤት መምህራን፣ የድህረ-ምረቃ ትምህርት ቤት የፋይናንስ ክፍል ሃላፊዎች፣ የዋናው መ/ቤት የፋይናንስ አስተዳደር ሃላፊዎች፣ የቅድስት ማርያም ት/ቤቶች የፋይናንስ ክፍል ሃላፊና የዩኒቲ ዩኒቨርሲቲ መምህራን በድምሩ 39 ባለሙያዎች ተሳትፈዋል፡፡



በሥልጠናው ማጠቃለያ ላይም በአቶ ጋሼ የማነ የኢትዮጵያ የአካውንቲንግና ኦዲት ቦርድ ዋና ዳይሬክተር ለሰልጣኞች የምስክር ወረቀት ተሰጥቷል፡፡



ልዩ ልዩ አስተዳደራዊ የዳሰሳ ጥናቶች ተካሄዱ

በዩኒቨርሲቲው የቢዝነስና አስተዳደር ዘርፍ ዓመታዊ ዕቅድ መሠረት ከሥራ የለቀቁና አዳዲስ የተቀጠሩ ሠራተኞችን አስመልክቶ እንዲሁም በየስድስት ወሩ ስለሚካሄደው የሠራተኞች የሥራ አፈጻጸም ምዘና ውጤት በሰው ሀብት አስተዳደር ቢሮ አማካይነት የዳሰሳ ጥናቶች ተካሄዱ፡፡ በተካሄዱት የዳሰሳ ጥናቶች የተቋሙን የቅጥር ሥርዓት ይበልጥ ውጤታማ ለማድረግና የነባርም ሆነ አዳዲስ ሠራተኞችን ተቋማዊ ቆይታ ለማጠናከር የሚረዱ ጠቃሚ መረጃዎች የተገኙ ሲሆን ከሠራተኞች የሥራ አፈጻጸም ምዘና ውጤት በመነሣትም በሥልጠና፣ በሥራ ምደባ ለውጥ፣ በልምድ ልውውጥና በትምህርት ተሳትፎ የሥራ ተነሣሽነትንና ውጤታማነትን ለማሳደግ የሚረዱ መፍትሔዎችን ማመላከት ተችሏል፡፡

የደመወዝ ክፍያ በባንክ እንዲፈጸም ተደረገ

በቂ ቅድመ ዝግጅት ሲደረግበት የቆየው የግንዛቤ ማስጨበጫ፣ የATM ማሸኖች ተከላና የካርዶችና የባንክ ደብተር ሥርጭት ሥራ ተጠናቆ የዩኒቨርሲቲው ሠራተኞች ወርሃዊ ደመወዝ ከየካቲት ወር 2009 ዓ.ም ጀምሮ በባንኮች አማካይነት መከፈል ተጀመረ፡፡ ተቋሙ ባደረገው ስምምነት መሠረት ይህንን የክፍያ አገልግሎት የሚሰጡት አዋሽ ባንክና ቡና ኢንተርናሽናል ባንክ ሲሆኑ አገልግሎታቸውም የክፍያና የቁጠባ አገልግሎት መስጠትን ያካተተ መሆኑ ታውቋል፡፡






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