



SMU in Stride

Quarterly Newsletter Vol.18/No.36/, May, 2016

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Tel: 011 558 06 15/16
011 553 80 01/20/21
Fax: 251-011-580559
P. O. Box: 1211/18490 Addis Ababa
e-mail : smu@smuc.edu.et
Website: [http:// www.smuc.edu.et](http://www.smuc.edu.et)
Face book: <https://www.facebook.com/smu.edu.et>



Editorial

Welcome to our May, 2016 issue of SMU in Stride News-letter. Thanks to all of you who contributed in sending us and organizing news, events and views as these contributions are essential to the newsletter's continued success. This edition comprises the usual columns.

One of the most exciting announcements in the teaching and learning section is accreditation of the M.Sc. in Quality and Productivity Management to be delivered by the Institute of Quality and Productivity Management (IQPM) of SMU by the Higher Education Relevance and Quality Agency (HERQA).

The research and development section presents various research related events. One of such events, the 5th Multidisciplinary Knowledge Exchange Conference, was held in Addis Ababa on 15 and 16 December, 2015 and was aimed at exploring how African knowledge-based entities could enhance their knowledge and innovation by way of collaborating with and participating in science & evidence-based research projects coming from diverse disciplines.

As part of strengthening international partnerships of the university, Memorandum of Understanding (MoU) was signed between Open University of Tanzania (OUT) and St. Mary's University (SMU) on 14th January 2016 at Dar es Salaam, following a three-day official visit conducted by SMU delegation. St. Mary's University leadership also held talks with a team from E4Impact Foundation, which is affiliated to Università Cattolica del Sacro Cuore, based in Milan, Italy, with which St. Mary's has already had an MoU signed.

We have a section devoted to administration related news and events which includes a visit to and performance evaluation of SMU and its affiliate institutions (8-22 April, 2016) and a strategic direction given to expand and introduce new fields of training by the SMU's Senate Executive Committee and different capacity building trainings given to middle level leaders and staff, among others.

An article sent to us by one of our colleagues, is also quite entertaining and educational. At the end of the newsletter, we have a section in which we remember four of our colleagues who, sadly, are no longer with us.

Hope that you will enjoy reading this issue.

News and Events

Teaching and Learning

African Tuning Project II Meeting Held

St. Mary's University, represented by Maru Shete (Assoc. Prof.), attended the African Tuning Project II meeting held in Cairo during 11 to 14 October, 2015. The overall aim of the project is to harmonize the degrees (BA/BSc, MA/MSc, PhD) provided by African Universities so that students' employability by different companies operating in the different parts of the continent and their mobility across the different universities in Africa would be enhanced. The project aimed also at establishing an African Credit Transfer System (ACTS), which is equivalent to the European Credit Transfer System (ECTS), so that students who started their studies in one university could complete it in another African University through the ACTS. Launching a joint degree was also envisaged by participating African Universities. When this might not be possible, the curriculum of different disciplines would be harmonized to offer comparable degrees by universities in Africa.

In the Cairo meeting, general and subject-specific competencies were identified and courses that enable to achieve these competencies were also sorted out. In the meeting, it was also decided that in April 2016 in Ethiopia, programs (either joint degrees by two or more African universities or independent degrees by single university) would be fully developed and presented to the higher bodies of the respective university management for approval.

SMU won the grant competition for the Africa Tuning Project II sponsored by the African Union and the European Commission in the field of Economics. From Ethiopia, Addis Ababa Univer-

sity-Technology Faculty (South), Mekelle University, Jimma University, Asela University and Adama University attended the meeting in the fields of studies other than economics.



Visit to Subba Reserved Forest

The Department of Tourism and Hospitality Management, SMU, had a field visit on November 22, 2015 to Subba Reserved Forest. The purpose of the visit was to give practical lesson for students who are taking the courses: Natural Tourism Resources of Ethiopia and Eco-tourism and Wild life Management. To that effect, 2nd and 3rd year students took part in the exposure visit and were able to appreciate the country's natural tourism resources and its contribution as a home for different wild lives. This has been a well developed tradition of the University which provides students with practical knowledge besides the theoretical knowledge they are getting in their classrooms.





IQPM of SMU Accredited

The M.Sc. in Quality and Productivity Management to be delivered by the Institute of Quality and Productivity Management (IQPM), SMU, was accredited in March, 2016 by the Higher Education Relevance and Quality Agency (HERQA).

The Institute, which also offers certified training courses, was launched on the 16th of November 2015 at Sheraton Addis. During the launching ceremony, the Founder and President of the University, Associate Professor Wondwosen Tamarat addressed the essence of establishment of the institution. Mesai Girma, Director of the Institute, related the extensive effort made to design the programs and curriculum in light of the expectations and needs of the service and manufacturing sector.

President of National Graduate School of Quality Management, USA, Dr Clint Miner delivered a speech and Mr. Alan Bryden the former Secretary General of the International Organization for Standardization (ISO) made a presentation. Other renowned professionals in the field also delivered impressive presentations on quality and productivity.

Various Governmental and Non-governmental stakeholders who attended the launching ceremony including leaders of Institutions in the National Quality Infrastructure (NQI) have expressed their appreciation for the establishment of the institute and the commencement of the program in Ethiopia.



Stakeholders applauded the visionary management of the University for such timely response to the pressing national need for growth and global competitiveness of the manufacturing and service sectors in line with the national development agenda as underlined in GTP II.

The Institute of Quality and Productivity Management, in partnership with the National Graduate School of Quality Management (NGSQM), USA, will offer a number of different modes of study that include: Distance Learning, Classroom based and Blended Courses. The training programs will include: Business Process Analysis, Advanced Practical Application of Lean Management, Systems Approach to Strategic Planning, Quality Management for Health Systems, Quality Systems Engineering, Six Sigma Green and Black Belt, Certified Quality Manager ...etc.

IQPM programs are to be delivered in a highly interactive format by faculty practitioners who combine real-world experience with academic excellence. The emphasis on practical application enables students and trainees to improve their accomplishments in their current job while advancing knowledge with proven strategies for success.

The Institute's first program, Master of Science in Quality and Productivity Management (MSQPM), was initiated in response to the increasing requirements of the global marketplace, which has challenged businesses to improve their competitiveness through quality products and services, and to reduce their costs through a sys-

tematic approach to process optimization. In addition, there has been a need for increased knowledge of leadership, quality planning and productivity theory and practical knowledge. IQPM has integrated these performance excellence values and concepts into a vital organic whole, which is unique, exciting, and important for organizations and the country.



Public Lecture Held

The Guidance and Counseling Office, in collaboration with Students Support Service Office of St. Mary's University, organized a public lecture event on the 1st of April, 2016 from 05:00 pm to 7:00 pm in the multipurpose hall, Mexico Campus. The lecture focused on Substance Abuse and the Negative Effects of Addiction. The speaker, Dr. Mihret Debebe, is a certified Psychiatrist, Fellow of the American Psychiatric Association, and author of "Yetekolefebet Kulf" and "Lela Sew" with rich experience in the field. He delivered an exciting and inspiring 45 minutes lecture which was followed by questions from the audience, mostly the students to which he responded pleasingly and convincingly. A certificate of appreciation and recognition was handed over to the speaker.

St. Mary's University has been organizing events for public speakers at various times on diverse topics of interest to the University Community.



Research and Development

3rd University-Industry Linkage (UIL) Workshop

The 3rd University-Industry Linkage (UIL) Workshop was held at Kuriftu Resort, Bahir Dar, on 04 and 05 Nov 2015 under the auspices of Bahir Dar University (BDU) and GIZ. Following the welcoming and opening remarks made by BDU officials, H.E Ato Sisay Gemechu, State Minister and the CEO of Industry Parks Development Corporation, gave speeches where he urged universities to prepare themselves to engage in the industry parks. More than 120 participants, representing universities and the industry, took part in the workshop. St. Mary's was represented by the AVP and the Head for CIU.

Like last year, this year's workshop also focused on internship implementation practices and challenges. Accordingly, series of presentations were made by representatives from selected



universities and industries among which were Bahir Dar Institute of Technology, Defense University, Addis Ababa Institute of Technology, Ethiopian Institute of Textile and Fashion Technology of BDU, Ethiopian Textile Industry Development Institute, Ethio telecom and GIZ.

The presentations of university and industry representatives emphasized the challenges they faced while implementing internship. Papers were also presented by staff of BDU on the same topic. Then participants were given the opportunity to discuss three focus areas: Internship, Technology Transfer and University-Industry Linkage. Representatives of each group presented the results of their deliberations. It was clearly indicated in the presentation of the group, which discussed the conceptual framework of UIL, that it should not be restricted to internship, which is just one component of it. Many participants spoke in favor of this toward making the linkage work in ways apart from Internship.

Participation in a Consultative Meeting Organized by HERQA

A consultative meeting with private and public HEIs, organized by HERQA, was held on November 6, 2015, at Desalegn Hotel in Addis Ababa. The day-long meeting had four Power Point Presentations from HERQA leadership and an official from the Ministry of Education followed by a discussion session. The focus areas of the meeting were: key achievements of the Agency in 2007 E.C., the Agency's Growth and Transformation Plan for the strategic period 2008-2012 E.C, the Agency's 2008 E.C fiscal year plan focus areas, and the challenges the Agency faced in realizing quality assurance and the roles of HEIs and other stakeholders.

HERQA's presenters were the Director General

and his deputies who revealed that in the year 2007 E.C., the Agency made quality audit on 16 HEIs, accredited 141 programs and denied the renewal of 88 programs. It also visited four private HEIs to examine the tutorial services they gave to female students. The Agency also disclosed that seven 2nd generation public universities were not able to produce their self-evaluation documents, which resulted in HERQA's non-performance of the institutional quality audit it planned for the past fiscal year.

In its Strategic Plan (2008-2012 E.C.), second GTP, HERQA has made it clear that the following activities would be accomplished:

- Institutional quality audit of 160 HEIs in the coming five years and 40 in 2008;
- 172 program audits in the coming five years and 40 in 2008;
- Four graduate tracer studies in the coming five years and one in 2008;
- Reviewing 142 quality enhancement plans in five years and 36 in 2008;
- 100% accreditation and renewal of distance programs in five years and 100% in 2008;
- 150 surprise visits to institutions in five years and 30 in 2008;
- Making amendments in the accreditation and quality assurance implementation documents in 2009;
- Putting in place 100% private HEIs staff and students database in 2008.

Among the issues raised during the consultative meeting were the need for amendment of some of the provisions of proclamation No. 650/2009 that hampered the well-functioning and competitiveness of private HEIs. It was promised that amendments on the Proclamation will be made in this (2008 E.C.) fiscal year.

DATAD Conference Held

The Annual DATAD Conference organized by the Association of African Universities (AAU) in partnership with Uganda Martyrs University was held in Entebbe, Uganda, from 23rd to 25th November, 2015 at the Imperial Botanical Beach Hotel. During the conference, more than 32 participants from 10 African countries participated, including St. Mary's University, represented by one of the ICT Development and Support Unit staff. The three-day long conference started with a welcoming speech by Dr. Speranza, Academic Vice Chancellor of Martyrs University. At the conference, the importance of institutional repository (Digital Library) that provides an open access to research articles online to improve the visibility of scholarly work was presented. Moreover, the formulation of policy and strategic guideline document to implement institutional repository was also demonstrated. In the conference, there was a practical session on installing and customizing institutional repository software 'D-Space' in Ubuntu operating system and techniques to improve visibility of institutional repository. Finally, statistical reports that show the status of African Universities on social media were presented by Ms. Nodumo Dhlamini, Director of ICT Services and Knowledge Management.



St. Mary's Took Part in the 2nd

Science Congress

The Ethiopian Academy of Sciences (EAS) organized a two-day 2nd Science Congress, held at the UN-ECA Africa Hall, on November 26 & 27, 2015. Welcoming address was made by Prof. Demissie Habte, President, EAS, and official opening remarks was delivered by H.E. Prime Minister Hailemariam Desalegn. The conference had the theme, "Re-envisioning Higher Education and Research in Ethiopia".

Having four sessions and nine paper presenters, the two-day conference covered diverse topics of interest to higher education. The key issues addressed included the following among others:

- Academic environments in universities, creation of enquiring minds and all-rounded citizens.
- Strategic approaches to developing research leaders – A continental perspective
- Quality of education, curriculum relevance and graduate employability
- Repositioning higher education toward fostering competitiveness and graduate employability
- Quality of Training: perspectives of university graduates and employers
- The need for research-intensive universities in Ethiopia
- Building Ethiopia's research universities: The arduous but indispensable task
- Leadership and participatory governance in Ethiopian universities, etc.

While the papers largely focused on and the presenters were drawn from public universities, St. Mary's University President, Associate professor Wondwosen Tamirat together with the presidents of Addis Ababa University, Adama Science and Technology University, and Addis Ababa Science and Technology University, was given the opportunity to be a panelist on the making of research universities in Ethiopia.



Conference Co-chaired by St. Mary's University Held

The 5th Multidisciplinary Knowledge Exchange Conference was held in Addis Ababa on 15 and 16 December, 2015 at the UN ECA Africa Hall. The conference was organized by the Global Knowledge Exchange Network (GKEN), Jimma University, Alliance for Brain Gain & Innovative Development (ABGID) and Satellite Connections in Education & Health (SCIEH) group, in collaboration with Addis Ababa Science & Technology University (AASTU) with the support of the Ethiopian Ministry of Education and the Ministry Foreign Affairs. Hosted in Africa for the first time, the conference aimed at exploring how African knowledge-based entities could enhance their knowledge and innovation by way of collaborating with and participating in science & evidence-based research projects coming from diverse disciplines.

According to the Conference Chair and founding member of GKEN, Amare Desta (PhD), the series of conferences organized by GKEN had one main goal: knowledge exchange with their home continent. Disapproving the idea of 'knowledge transfer', the Chair and his fellow Ethiopians living in the UK thought of embracing knowledge exchange instead. While the former connotes one-way-traffic, the latter denotes the two way exchange of knowledge without giving the impression that Africa is always on the receiving end of knowledge with no contribution from its own backyard.

Day one of the Conference was officially opened by H.E. Dr. Theodoros Adhanom, Minister for Foreign Affairs, who lauded the event organizers and pledged his unreserved support for the future; whereas the Day Two session was opened by H.E. Shiferaw Shigute, Minister for Education.

At the event, together with other institutions, St. Mary's University was thanked for sponsoring the conference. A follow up to the conference, a two-day workshop on the same theme was held at Jimma University on the 17th and 18th of December 2015. The conference, organized under the theme "Connecting Knowledge and Innovation", attracted nearly 80 papers, of which 31 were from Nigeria and 24 from Ethiopia.

Participation at MoST Workshop

A two-member delegation (Ato Getahun Simeon and Dr Kebede Kassa) of the SMU participated in a one-day workshop of the Ministry of Science and Technology (MOST), held on 20 February, 2016. The workshop took place at Ellily International Hotel under the theme "From Facilitation to Main Actor". The Meeting was opened by the Minister for Science and Technology Ministry, H.E. Ato Abiy Ahmed. The two State Ministers, namely, Excellencies Prof. Afework Kassu and Dr (Engineer) Getahun Mekuria chaired and made presentations during the subsequent sessions of the workshop. The event brought together close to 100 participants representing public and private universities, national and regional research institutions, relevant sector ministries and stakeholders from around the country.

Opening and keynote addresses focused on the work of the Ministry of Science and Technology highlighting the theme "From Facilitation to Main Actor", whose Amharic version reads as, "ከርምጃ ወደ ፋጣኔ" literally meaning "From Walking to Running". The key message from the Ministry which resonated throughout the sessions was a call for joint and concerted efforts in promoting science and technology and in cultivating the culture of science in Ethiopia. Among the practical ways of realizing this dream, the Minister highlighted that the Ministry has plan

to establish Science Cafes(Cities) in selected areas as well as to launch a 24 hour TV Channel for science,technology and innovation programs in the foreseeable future. This was commended by the participants as pivotal to ensure sustainable growth in the country.

SMU representatives took the opportunity to contribute their share to the debate and, by so doing, to enhance the visibility of the University. The reception of SMU's contributions from both the audience and the high-table was encouraging. The representatives also used the occasion for networking and information sharing with sisterly institutions both in the public and private sectors.

Annual Research Review Meeting

St .Mary's University's annual research review meeting was held on March 31, 2016, at the Syndicate Room, Main Building, SMU. Researchers, top and middle level management attended the meeting. The objective of the meeting was to present completed and new projects with expected outcomes of completed projects, consideration and approval of new proposals for funding, and improvement of new proposals and completed projects.



Partnership, Outreach and Community Services

Delegates from Italy Visited SMU

St. Mary's University leadership held talks with a team from E4Impact Foundation, based in Italy, and which works to "enhance the sustainable development of fast-growing

economies by assisting the formation of impact entrepreneurs and the growth of their businesses." On the part of E4 Impact, Ms. Letizia Moratti, President, and Prof. Mario Molteni, CEO, gave briefings about the Foundation. On St. Mary's side, Prof. Wondwosen Tamrat, President and Founder, SMU, briefed the delegates about the University using power point presentation. E4Impact Foundation is affiliated to Universita Cattolica del Sacro Cuore, based in Milan, Italy, with which St. Mary's has already had an MoU signed. The Foundation has a presence in a number of African countries. The talks between the two parties were held on May 2, 2016.



Hospitality Day Celebrated

The Department of Tourism and Hospitality Management organized an event entitled, "Hospitality Day" hosted by 3rd year students of the department on November 17, 2015. The aim was to create awareness about Ethiopian Hospitality, which is an integral part of tourism. Students performed various activities such as welcoming the invited guests, traditional dance competition, question and answer sessions followed by prizes given to winners. Finally guests who came from the Ministry of Culture and Tourism were invited to make remarks and they have appreciated the activities of the of the students. It was suggested by the invited guests that organizing events of this kind within a school/university community, could contribute to advance promotion of the nation's cultural beauty and diversity.



2008 Culture Day Celebrated

Student Support Services Office of St. Mary's University organized the 2014/15 (2008 E.C.) SMU Culture Day, on December 12, 2015 at Undergraduate Campus, SMU. The event was colorfully celebrated by different programs including musical drama performed by Addis Ababa University Theatrical Arts Department graduating class students, cultural folk dances, and presentation on Federalism by the Department of Common Courses-SMU, and Ethiopian coffee ceremony. The program was successful in addressing cultural diversity, common heritage, tolerance, and brother/sisterhood in a nation like Ethiopia.



MoU Signed Between SMU and OUT

Memorandum of Understanding (MoU) was signed between Open University of Tanzania (OUT) and St. Mary's University (SMU) of

Ethiopia on 14th January 2016 at Dar es Salaam, following a three-day official visit conducted by SMU delegation. Associate Professor Wondwosen Tamrat, Founder & President of SMU, and Ato Dessalegn Berie, Vice President for Business and Administration, concluded the agreement from January 13-15, 2016.



OUT is a Public University in Tanzania established in 1992 to offer higher education only through distance learning. The University offers programs from certification to PhD level, through its 29 regional centers. It has centers outside Tanzania and teaches students from 23 countries all over the world.

The SMU delegation was welcomed by the Personal Assistant for the Vice Chancellor at Julius Nyrere International Air-port and later by the Vice Chancellor at the Head Quarters of the OUT. A preliminary session was organized with the Vice Chancellor, Deputy Vice Chancellors, Deans and office heads which was followed by a joint meeting with the Senate members of OUT.

At the end, a final session was held with the Vice Chancellor & key officials of OUT, when the

MoU was signed. It was found to be a fruitful visit in terms of promoting SMU and exploring partnership opportunities within the African content.

Donation

The Student Support Services Office donated used clothes and shoes for 16 cleaning workers, who are working for Lideta Sub City on February 17, 2016. The donation, which was held at the undergraduate campus, was aimed to support the workers and to strengthen the working relationship between the University and the local community in the Sub City. The Head of Woreda 10 Cleaning and Beautification Office of the Lideta Sub City expressed his gratitude on behalf of the beneficiaries.

International Women’s Day (IWD) Celebrated

The Gender and HIV/AIDS Prevention and Control Office (GHAPCO) of the University celebrated International Women’s Day (IWD) at the Multipurpose Hall, Mexico campus. The half day function included a brief introduction of March 8, panel discussion on the Revised Family Law, Violence against Women and SMU’s Sexual harassment reporting procedures. The program was opened by Tezeta Addis, Head of GHAPCO, who briefly talked about the history of IWD followed by activities planned for the day. Tigist Zeleke, from Ethiopian Women Lawyers Association, made a detailed presentation on the global struggle of women to achieve the rights that they are enjoying today, noteworthy contents of the Revised Family Law, and other significant gender issues. SMU has a tradition of celebrating IWD every year and uses the day to enhance awareness of students on the importance and wider impact of educating and supporting girls thereby contributing to the attainment of Goal 3 of the MDG: Promoting gender equality and empowering women.

GESCI’s Delegates Visited SMU

Delegates from the Global E-Schools and Communities Initiatives (GESCI) held talks with St. Mary’s University leadership here at the Main Campus on April 14, 2016. The team led by Mr. Jerome Morrissey, Chief Executive Officer of GESCI, briefed the SMU leadership on GESCI’s accomplishments since its establishment in 2003. On SMU’s behalf, Wondwosen Tamrat (Assoc. Professor), the Founder and President of SMU, welcomed the delegates and made statements on the University’s establishment and the overall operations to date. He further stated SMU’s interest to work with GESCI. Kebede Kassa (PhD), Director for Research and Knowledge Management Office at SMU, who was present at the meeting together with the EVP, had earlier met the delegates at GESCI Head Quarter in Nairobi. He was instrumental in bringing the team to the University. GESCI was “born out of the United Nations ICT Task Force, which identified education as an area in critical need of development, and one where ICT has the potential to make positive impacts.” GESCI’s operations are informed by SDGs and it employs ‘blended learning approach’ in its course delivery. Funded by donor countries, GESCI has so far given certification leadership training in 16 African countries.





Governance and Staff Development

SMU Participated in Consultative

Meeting Organized by HOPR

A Day-long consultative meeting, organized by the House of Peoples' Representatives (HoPR), FDRE, was held at the parliament conference hall on November 28, 2015. Participants at the meeting were presidents of public and private HEIs, instructors and students of public HEIs, heads of professional associations, representatives from youth and women associations, and that of people living with disabilities. Chaired by H.E. Abadula Gameda, Speaker of the House, the key presenter in the morning session was H.E. Asmelash W/Selassie, House Majority Whip.

Among the discussion topics further noted was that the House has increased its standing committees to 18 towards scrutinizing and deliberating on the performances of the ministries and other institutions that took oath of diverse offices. Among the committees would be the newly-established standing committee for higher education. Both the House Speaker and the Whip highlighted the importance of higher education institutions in relevant research, as a result of which house members would pass evidence based decisions.

In light of the above, the House would establish research department that would work closely with HEIs. At the presentation, it was revealed that House members did not have higher level expertise to address every issue that affect citizens, and hence the need for the intervention of HEIs. Similarly, it was stated, HEIs could benefit from the resources of the House that have been documented for over 80 years. In the question and answer session so many questions were raised by

participants and responses given from the podium.

Another session involving university presidents, staff and students continued for two hours in the afternoon. Chaired by H.E. Dr. Kaba Urgessa, State Minister for Higher Education, the agenda focused on preparing plans for addressing governance problems in all HEIs. These included administrative, staff discipline, teaching and learning, and sexual harassment issues. The presenter, Dr. Samuel Kifle, MoE, pinpointed the salient issues of concern that HEIs need to address. St. Mary's University was represented by the Executive Vice President.

Training Conducted on QA and ISA

Training on Quality Assurance (QA) and Institutional Self-Assessment (ISA) was given to 15 staff members of the College of Open and Distance Learning (CODL), SMU, from the 2nd to the 4th February, 2016 at the Syndicate Room, SMU Main Building.

The trainees were drawn from all the major units of CODL. The resource persons were Dr. Wondimagegn Chekol, Dean, Institute of Agriculture and Development Studies and Dr. Melaku Girma, Director, Center for Educational Improvement and Quality Assurance (CEIQA).

The training covered areas that included: Concepts of Quality, Quality Management System (QMS) and the process of ISA, and it was intended to prepare the trainees for engagement in CODL's ISA, enhancement of quality culture and continuous improvement in the delivery of services. In its conclusion, the need for applying the acquired skills and readiness of resource persons for support was emphasized.



Training Conducted on Transformational Teaching

Training was conducted to teachers of St. Mary's Schools on transformational teaching from March 06 to 08, 2016 at the Syndicate Room, SMU Main Building. The trainer was Mrs. Joann Yobrof from the USA. The training was intended to build the capacity of the teachers and enhance the quality of teaching-learning process at the primary and secondary school levels of St. Mary's Schools. The training sessions were full of enthusiasm and active participation that included demonstrations and role playing.



Training on Enterprising Teaching

Four-day training on "Enterprising Teaching" was held at the School of Graduate Studies, SMU, from 28 - 31 March, 2016. The training was the second mission of a project being implemented jointly by Maastricht School of Management and St. Mary's University on "Agribusiness Development in Somaliland: Strengthening the University of Hargeisa (UoH) Capacity for Facilitating Business Start-ups". This training was intended to enhance the knowledge and skills of academic staff of UoH.

Professor Vin Morar, a trainer and consultant working in more than 40 countries, facilitated the training. The training gave participants the opportunity to see teaching from a different and practical perspective - focusing on ensuring learning rather than teaching through experiential learning. This dimension, which appeared new to participants, challenged the traditional teaching methods they unanimously said to have been exercising and inspired them to look back and improve their teaching methods in such a way that they would help their students learn better.

The participants were 10 faculties from UoH and three from SMU. The first training was held on Strategic Management and it was held in Hargeisa. The next training will be on "Pragmatic Entrepreneurship Training" most likely to take place in SMU.



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ተቋማዊ ጉብኝትና የዕቅድ አፈፃፀም ግምገማ ተካሄደ

የቅድስት ማርያም ዩኒቨርሲቲ ሴኔት ሥራ አስፈፃሚ ኮሚቴ ባወጣው ፕሮግራም መሠረት ከመጋቢት 30 ሚያዝያ 14/2008 ዓ.ም ድረስ በሁሉም የዩኒቨርሲቲው አካላት በመዘዋወር በምልክታ፣ በገለፃ፣ በመረጃዎችና ፋሲሊቲዎች ፍተሻና በማጠቃለያ ውይይት የታዘዘ የሥራ ጉብኝት አካሄደ። ሥራ አስፈፃሚ ኮሚቴው ከጉብኝቱ ጎን ለጎን እያንዳንዱ አካል ባካሄደው ወርሃዊና የመንፈቀ-ዓመት የዕቅድ አፈፃፀም ግምገማ ላይ ተገኝቶ ማጠናከሪያ ሐሳቦችን የሰጠ ሲሆን፣ በእያንዳንዱ ጉብኝት ማጠቃለያ ላይም የመማር-ማስተማር፣ የጥናትና ምርምርና የማህበረሰብ አገልግሎትን አጠናክሮ ማስቀጠል የሚያስችል የሥራ መመሪያ ሰጥቷል። ጉብኝቱና የዕቅድ አፈፃፀም ግምገማውም የተገምጋሚ አካላትን ኃላፊዎችና ሠራተኞች ለተሻለ ውጤት ያነሳሳ ሆኖ ተገኝቷል።

በአበይት ወቅታዊ ጉዳዮች ላይ ጠቃሚ የአሠራር ስልቶች ተቀየሱ

የዩኒቨርሲቲው ሥራ አስፈፃሚ ኮሚቴ በፕሬዚዳንቱ ሰብሳቢነት ባካሄደው ተከታታይ መደበኛ

ስብሰባዎች በአራት አበይት ጉዳዮች ላይ ተወያይቶ ጠቃሚ የአሠራር ስልቶችን ቀየሰ። በዚህም መሠረት በሰው ሀብት ልማት ረገድ፣ የዩኒቨርሲቲውን የትምህርት ፕሮግራሞች በማስፋፋት ረገድ፣ በሌላም በኩል በከፍተኛ ትምህርት አግባብነትና ጥራት ኤጀንሲ (HERQA) መመሪያ መሠረት ተቋማዊ ግለ-ግምገማ (Institutional Self Evaluation) በማካሄድና የዩኒቨርሲቲውን ቀጣይ የአምስት ዓመት የፋሲሊቲ ስትራቴጂያዊ ዕቅድ በማዘጋጀት ረገድ መከናወን ያለባቸውን ተግባራት በዝርዝር ለይቶ ለተግባራዊነታቸው የሚያስፈልገውን የዝግጅት አቅጣጫ አመላክቷል።

ተጨማሪ የሥራ መመሪያዎች ተዘጋጁ

የዩኒቨርሲቲው አስተዳደር ካውንስል በተቋሙ ውስጥ ለሚሰጡ የጥበቃ፣ የዕዳትና የካራቴሪያ አገልግሎቶች ተገቢ ደረጃዎችን (Standards) አዘጋጅቶ በማዕደቅ ሥራ ላይ አዋለ። እነዚህ የአገልግሎት ደረጃዎች በተጠቀሱት ዘርፎች ብቃት፣ ጥራትና ፍጥነትን መሠረት ያደረጉ አገልግሎቶች እንዲሰጡ ታስበው የተዘጋጁ ሲሆን፣

ውስን መዋቅራዊ ማሻሻያ ተደረገ

የዩኒቨርሲቲው አፕንና ርቀት ትምህርት ኮሌጅ የአመራር ብቃትንና የአሠራር ቅልጥፍን ለማስፈን በሚያስችል ሁኔታ በተወሰኑ አካላቱ ላይ መዋቅራዊ ማሻሻያ አደረገ። በዚህም መሠረት የማዕከላት ማኔጅመንት ቢሮ በአንድ ኃላፊና ረዳት ኃላፊ እንዲመራ ሆኖ በ12ቱ ሪጂናል ጽ/ቤቶቹ ሥር 15 ክላስተር ማዕከላት ተዋቅረውለትና በቢሮው ሥር የነበሩት ሌሎች 2 ዩኒቶች በሌላ አካል ተጠሪ እንዲሆኑ ተደርጎ የተዋቀረ ሲሆን፣

የሄው መዋቅርም ከታህሳስ 01/2008 ዓ.ም ጀምሮ ሥራ ላይ እንዲውል መደረጉ ታውቋል። በሌላም በኩል የቀድሞዎቹ የማቴሪያል ፍላጎት መለያና ስቶር ማኔጅመንት ዩኒትና የማቴሪያል ሥርዓት ዩኒት ተዋህደው “የማቴሪያል ማኔጅመንትና



ሥርዓት” የኒት በሚል ስያሜ የተጠቃለሉ ሲሆን፤ ይህም መዋቅርም ከየካቲት 01/2008 ዓ.ም ጀምሮ ተግባራዊ መደረጉ ተገልጿል።

የትምህርትና የደመወዝ ክፍያ በባንክ እንዲፈጸም አስፈላጊው ዝግጅት ተደረገ

የዩኒቨርሲቲው ተማሪዎች የትምህርት ክፍያቸውን በባንክ እንዲፈጸሙ፤ የተቋሙ ሠራተኞችም ወርሃዊ ደመወዛቸውን ከባንክ እንዲወስዱ የሚያስችል የቅድመ ዝግጅት ሥራ መከናወኑን የዩኒቨርሲቲው የፋይናንስ አስተዳደር ዘርፍ ገለፀ። ይህም

የተማሪዎችን የሠራተኞችን የባንክ አጠቃቀም ባህል የሚያሳድግ ከመሆኑም በላይ በተቋሙ የፋይናንስ ሠራተኞች ላይ ያለውን የሥራ ጫና እጅጉን እንደሚቀንሰውና እንደሚያቃልለው ታውቋል።

የሕክምና፣ የአደጋና የሕይወት መድኅን ዋስትና ስምምነት ተፈረመ

ቅድስት ማርያም ዩኒቨርሲቲ ከየካቲት 1/2008 ዓ.ም ጀምሮ ለሠራተኞቹ የሕክምና፣ የአደጋና የሕይወት መድኅን ዋስትና ለመስጠት የሚያስችለው የአንድ ዓመት ስምምነት ከአዋጅ ኢንሹራንስ ጋር ተፈራረመ። የተቋሙ ሠራተኞች ባለፉት ዓመታት ይህንን የመድኅን ዋስትና አገልግሎት በየጊዜው በተፈረሙ ስምምነቶች አማካይነት ከሌሎች የኢንሹራንስ ድርጅቶች ሲያገኙ የቆዩ ሲሆን፤ ሂደቱና አገልግሎቱ ለወደፊትም ሳይቋረጥ የሚቀጥል መሆኑ ታውቋል።

አስተዳደር-ነክ መመሪያዎችን የማስተዋወቅ ሥራ ተካሂዶ

በዩኒቨርሲቲው የቢዝነስና አስተዳደር ዘርፍ ስር የሚገኘው የሰው ሀብትና አስተዳደር፣ አስተዳደር-ነክ መመሪያዎችን ለማስተዋወቅና በመመሪያዎቹ አፈፃፀም ረገድ በሚታዩ ችግሮች ላይ ተወያይቶ የአሠራር ክፍተቶችን ለማስወገድ የሚያስችል ስብሰባ ከተለያዩ የሥራ ኃላፊዎች ጋር ጥር 05/2008 ዓ.ም አካሂዶ። በስብሰባው ላይ 14 ልዩ ልዩ መመሪያዎች ቀርበው ማብራሪያ የተሰጠባቸው ሲሆን በመመሪያዎቹ አፈፃፀም ረገድ አልፎ አልፎ የሚታዩ ክፍተቶች ተለይተው ለተሳሳቶች ግልፅ ከተደረጉ በኋላ ልዩ ትኩረት እንዲሰጣቸው የጋራ ድምዳሜ ላይ ተደርጏል። በስብሰባው ማጠቃለያ ላይ

የዩኒቨርሲቲው ፕሬዚዳንት መመሪያዎቹ በሠራተኞች ዘንድ በቂ ግንዛቤ እንዲያገኙ በአግባቡ መሰራጨት እንዳለባቸው ገልፀው፤ ለዚህም ሁሉም የተቋሙ አመራር አካላት ከፍተኛ ኃላፊነት ያለባቸው መሆኑን አስገንዝበዋል።



አቅም ማጎልበቻ ሥልጠናዎች ተሰጡ

ዩኒቨርሲቲው በ2008 የትምህርት ዘመን በተለያዩ ደረጃ ላይ ለሚገኙ ልዩ ልዩ የተቋሙ አመራር አካላትና ሠራተኞች በያዘው የአጫጭር ሥልጠና ዕቅድ መሠረት ባለፈው ፍብ ዓመት ውስጥ Performance Management በሚል ርዕስ ለ12 የአመራር አካላት የአንድ ቀን ተኩል ሥልጠና፣ Motivational Techniques በሚል ርዕስ ለ14 መካከለኛ ደረጃ ኃላፊዎች አንድ ቀን የፈጀ ሥልጠና፣ የካይዘን ፍልስፍና (Kaizen Philosophy) በሚል ርዕስ ለ10 የተለያዩ ክፍሎች ሠራተኞች የአንድ ቀን ሥልጠና፣ ሥርዓተ ጾታ፣ ስነ-ተዋልዶና HIV/AIDS በሚል ርዕስ ለ12 ድጋፍ ሰጭ ሠራተኞች የግማሽ ቀን ሥልጠና እንዲሁም Creative and Innovative Decision Making እና የአሠሪና ሠራተኛ አዋጅ አፈፃፀም በሚሉ ሁለት ርዕሶች ለሃያ አምስት ከፍተኛና መካከለኛ አመራር አካላት የአንድ ቀን ተኩል ስልጠና እንደተሰጠ ለማወቅ ተችሏል። ሥልጠናዎቹ በተለያዩ ስነ-ዘዴዎች ተደግፈው የተካሄዱ ሲሆን፤ ከፍተኛ



ዕውቀትና ልምድ ያላቸው የየዘርፉ ባለሙያዎች በአሰልጣኝነት ሥራው ላይ ተሳትፈው በቂ ዕውቀት፣ ክህሎትና ልምድ ማካፈላቸው ታውቋል።



ለአዲስ ተቀጣሪ ሠራተኞች የሥራ ትውውቅ (Induction) ፕሮግራም ተካሄደ

በያዝነው ዓመት የዩኒቨርሲቲው አዲስ ተቀጣሪ ለሆኑ 53 ሠራተኞች የሥራ ትውውቅ (Induction) ፕሮግራም ተካሄደ። ባለፉት ወራት ለ4 ጊዜ ያህል በተካሄደው በዚህ የሥራ ትውውቅ ፕሮግራም ሠራተኞቹ ከዩኒቨርሲቲው ልዩ ልዩ ፖሊሲዎች፣ መመሪያዎች፣ የአሠራር ሥርዓቶችና የአገልግሎት ደረጃዎች ጋር በሚገባ እንዲተዋወቁ፣ የዩኒቨርሲቲውን ልዩ ልዩ አካላት እንዲጎበኙና የተጠፋበትን ኃላፊነትና ተግባር በሚገባ እንዲረዱ ተደርጓል። ይህንን የሥራ ትውውቅ ያዘጋጀውና ያስፈፀመው የሰው ሀብት አስተዳደር ዘርፍ መሆኑም ተገልጿል።



ዩኒቨርሲቲው ለትምህርት ፈላጊዎች ነፃ የትምህርት ዕድል ሰጠ

የመማር ፍላጎት እያላቸው በአቅም ውሱንነት የተነሳ መማር ላልቻለ የተለያዩ የህብረተሰብ ክፍሎች ነፃ የትምህርት ዕድል በመስጠት፣ በማስተማርና ብቃት ባለው ሙያዊ አገልግሎት በማሰማራት የሚታወቀው ቅድስት ማርያም ዩኒቨርሲቲ ከመንግስታዊ ድርጅቶች፣ መንግስታዊ ካልሆኑ ድርጅቶች፣ ከማህበራትና የኢኮኖሚ አቅማቸው ዝቅተኛ ከሆኑ ግለሰቦች በቀረቡ ጥያቄዎች መሰረት በ2008 የት/ዘመን ለ15 ግለሰቦች ነፃ የትምህርት ዕድል ሰጠ። ነፃ የትምህርት ዕድሉ የተሰጣቸው እነዚህ ግለሰቦች በመደበኛ፣ በማታና በርቀት ትምህርት መርሃ-ግብሮች የቅድመ-ምረቃ ትምህርት እንዲከታተሉ ሲሆን፣ የተጠቃሚዎቹ ስብጥርም ጾታዊ እኩልነትን በሚያረጋግጥ ሁኔታ እንዲታይ መደረጉ ታውቋል። የነፃ ትምህርት ዕድሉ ተጠቃሚዎች ሕጋዊ የምዝገባ መስፈርትን ያሟሉ ሲሆን፣ የጥናት መስክ ምርጫቸውም እንዲጠበቅላቸው ተደርጓል። የነፃ ትምህርት ዕድሉ ዋጋ በገንዘብ ሲገመት እስከ 200,000 (ሁለት መቶ ሺህ) ብር እንደሚደርስ ተገልጿል።

ለግንዛቤ

ስሜትና እውነት

ፋንታ አያሌው ቅድስት ማርያም ዩኒቨርሲቲ

የሰማይና የምድርን ያህል የሚለያዩ ሁለት ነገሮች አሉ። ምናልባትም ብዙ ናቸው። ለዛሬ ግን በርዕሴ የጠቆምኳቸውን ተቃራኒ ነገሮች በሚመለከት አንዳንድ ነጥቦችን አነሣለሁ።

ስሜትንና እውነትን የሚያገናኛቸው ጉዳይ ቢኖር ሁለቱም አንድ አካል ውስጥ ማለትም በአንድ ሰው የሰውነት ኑባሬ ላይ ተፈራርቀው መከሰታቸው ነው። በአንድ ጊዜ የመከሰት



ዕድላቸው እጅግ ጠባብ ይመስለኛል። ሊቀዳደሙ የሚችሉባቸው አጋጣሚዎች ብዙ ናቸው።

ስሜት ስንል ዓይነቱ ብዙ ነው። ስሜትን ከአማርኛው ይልቅ እንግሊዝኛው በተሻለ ሳይገልጸው የሚቀር አይመስለኝም። ምክንያቱም ለዚህ ጽንሰ ሃሳብ እኔ እንኳን የማውቃቸው በርካታ ቃላት አሉት - የኛ ግን ግፋ ቢል ጥቂት ቅጽሎች ቢኖሩ እንጂ ስሜት ያው ስሜት ነው - ለምሳሌ የመረረ ስሜት፣ የጎፈፈነ ስሜት፣ የደበተ ስሜት፣ የጥላቻ ስሜት፣ ደስ የሚል ስሜት፣ ወዘተ። በእንግሊዝኛው ግን sensation, (sense, sensibility, sensitivity, sensitive), feeling, emotion, impression, palpation(በተለይ በህክምናው ዘርፍ ታማሚን በእጅ እየዳሰሱ የህመምን ዓይነትና ደረጃ የሚፈትሹበት) የሚሉና ወደነዚህ የሚቀርቡ በርካታ ቃላት አሉ። ስሜትን በምንም ቃል እንጥራው ዋና መገለጫው ግን የጠራ እውነት ላይ የተመሠረተ ምክንያታዊ ወይም አመክንዮአዊ መደላድል ሳይሆን ሰውዬው በተረዳው ሁኔታ ከአምስቱ የስሜት ሕዋሳት በአንደኛው ወይም በተወሰኑት አማካይነት የሚገልጠው መስተጋብራዊ ኹነት ነው። መስተጋብራዊነቱ የአንድ ስሜት ጭራና ቀንድ አንድ ሰው ብቻ ሳይሆን በጤናማ አካሄድ ብዙውን ጊዜ ከአንድ ሰው በላይ በመሆኑ ነው።

በሌላ በኩል ደግሞ እውነት ስንል የስሜት ሕዋሶቻችንን ደካማ ጎን ጭምር በማሸነፍና በሳይንሳዊ መለኪያ ተሰፍሮና ተለክቶ ነጥሮ የሚወጣውን ጥሬ እውነት ማለታችን ነው። ሰው በመኪና ተገጭቶ ይሞታል (እንበል)። የሰውም የሀኪምም ማረጋገጫ ስለሚኖረው ይህ ክስተት እውነት ነው። የሰውዬውን በመኪና ተገጭቶ መሞት ተከትሎ ግን የተለያዩ ስሜቶች ይኖራሉ - አሁንም በደስታም ሆነ በሀዘን ረገድ። ከደስታውም የተለያዩ ስሜቶችን ልናነብ እንችላለን ትልቅ ደስታ ትንሽ ደስታ። ከሀዘኑም እንዲሁ የተለያዩ ስሜቶችን ልናነብ እንችላለን - ትልቅ ሀዘን - ትንሽ ሀዘን። ከሰውዬው ጋር የተጣላና ለግድያ የሚፈልገው ሰው ቢኖር በደስታ ሰክሮ ስለቱን ሊያስገባ ወደሚቀርበው የአምልኮት

ሥፍራ መሄዱ አይቀርም። በሌላ አቅጣጫ ሟችን ከልቡ የሚያፈቅር ቤተሰብና ጓደኛ በሀዘን እየተኮማተረ ብዙ ጊዜያትን ሊያሳልፍ ይችላል። ስሜትና እውነት እንግዲህ በመናኛ ምሳሌ እንዲህ ናቸው። አንዱ በጤዛ ሌላኛው በባህር ሊመሰሉ ይችላሉ።

ቀይ ቀለም ወለል ላይ ተደፍቶ ሲያዩ የሰው ደም እየመሰላቸው እራታቸውን የሚያቀልጡ ሰዎች አሉ። በሣሙና ቅርጽ የተሠራ ቦምብ ከመሬት ለቅመው በመውሰድ ራሳቸውንና ቤተሰባቸውን ጉድ የሚሠሩ ሰዎች አሉ። ለሽንት ብለው የወጡ የናይት ክለብ (የምሽት ክብብ) ወጣት ተዝናኞች በጓደኞቻቸው ሸር ዊስኪ መስሎ የተቀመጠላቸውን የሰው ሽንት አጣጥመው መጠጣታቸውን አውቃለሁ - በኋላ ነው እውነቱ የተነገራቸውና ፀጉራቸውን ነጭተው ከነዚያ ጓደኞቻቸው ጋር የተቆራረጡት። ዋናው ማመን ነው ታዲያ፣ ማመን በራሱና ብቻውን የብዙ ችግሮች መፍትሔ መሆኑን መረዳትም ተገቢ ነው። ብዙ መጠራጠር ደግሞ የዚያኑ ያህል የበሽታ ምንጭ ነው። ሥጋ ነው ብለህ ያመንክበት ጎመን ከጮማ ቁርጥ አንድ ነው። በበረሃ ሲሄዱ ከርቀት የሚታየው ዐይንን የሚያጥበረብር የበረሃ ሙቀትና ፀሐይ የሚፈጥሩት “ውቅያኖስ” (mirage) እውነተኛ ውቅያኖስ የሚመስላቸው ሰዎች “መቼ ነው እዚያ ውቅያኖስ የምንደርሰው” ብለው እንደጠየቁ መንገዳቸውን ጨርሰው ወዳለሙት ሥፍራ ሊደርሱ ይችላሉ - ከመነሻው ዐይን የፈጠረው ጥብርብሮሽ እንጂ እውነተኛ ውቅያኖስ አልነበረምና። ስሜትና እውነት እንደዚህ ናቸው - በጣም ይራራቃሉ። በሌላ ሥነ ልሣናዊ አገላለጽ “ስሜት የለቱን እውነት ያመቱን” ብንልም ያስኬዳል - “ሞኝ የለቱን ብልጎ ያመቱን” እንደሚያስቡ ከሚጠቁመው ሀገርኛ ብሂል ተበድረን። በርግጥም ብልህ በእውነት፣ ሞኝ በስሜት ቢመሰሉም ስህተታቸውን ለክፋ የሚሰጥ አይመስለኝም። አስተዋይነት ከእውነተኛነት ይወለዳልና።

በዚህ ሁኔታ ዓለማችንን ስንታዘብ በእውነት



እየተመሩ የእውነት ፋና ወጊ ከመሆን ይልቅ በስሜት ፈረስ እየተነዱ ብዙ ጥፋትና ውድመቶችን የሚያደርሱ ዜጎች በተለይ በዚህ ዘመን በብዛት እንዳሉ መገንዘብ አያቅትም።

ይህን ሁሉ ሀተታ ያስቀደምኩት አለነገር አይደለም፤ በቅርቡ የገጠመኝን አንድ ከስሜት ጋር የሚያያዝ ገጠመኝ መናገር ፈልጌ እንጂ።

ዕለቱ ግንቦት 23 ቀን 2008 ዓ.ም ነው። ከማታ ክፍል ወጥቼ ወደ ቤቴ ለመሄድ በብሔራዊ ባንክ ዋና መሥሪያ ቤት በኩል ቁልቁል እወርዳለሁ። ሌሎች መኪኖችም አብረውኝ እየተላለፍን እንወርዳለን። ከጎኔ አንድ የማዘጋጃ ቤት የቆሻሻ ማንሻ መኪና አለ። ቁልቁላቱን አብረን እየወረድን ነው። በዚህ መኪና መሀል ወገቡ አካባቢ ጣር ላይ ያለ የሚመስል የሚያሳዝን የውሻ ድምፅ ይሰማል። በጣም ነው የሚያንቋርጠው። ከኔ ጋር አብሮኝ የተሳተፈ አንድ ሌላ ሰው ስለነበር ሁለታችንንም ያ ውሻ አሳዘነን - አንጀታችንን ነው የበላው። “ሰው ምን ጨካኝ ቢሆን ያልሞተን ውሻ እንዴት በቆሻሻ ስም በማዳበሪያ ቋጥሮ ቆሻሻ መጫኛ መኪና ላይ ይጥላል?” ብለን ሁለታችንም በድርጊቱ አዘንን፤ በሰዎች ዐረመኔነትም ተገረምን። በውነቱ ለሰው ከምናዝነው በላይ ነው ስሜቱ ውስጣችንን ያዳረሰውና በቅጽበት ውስጥ ደማችንን ያንተከተከው። ስለዚህም ፍጥነታችንን ጨመርንና ለሹፊሩ ልንነግረው ወደፊት ሮጥን።

ብዙም ሳንጓዝ ቀዶ መብራት አገናኘን። እኔ ቀደምኩና የተቆጣ ስሜቴን በሚያሳብቅ የአነጋገር ድባብ “ለምንድነው ውሻውን እንዲህ የምታስቃይት? ነውር አይደለም እንዴ?” ልለው አንደበቴን ከመክፈቱ ለካንስ ለምን እንደተከተልኩትና ላናግረውም እንደምፈለግ በእስፖኪዮው ተከታትሎኝ አስቀድሞውን ገብቶት ኖሮ ሣቁን መቆጣጠር እስኪያቅተው ድረስ ተንፈቀፈቀ። እኔና አብሮኝ ያለው ሰው ይብስ በንዴት ተንጨረጨርን። ግን ሹፊሩን እግዜር ይስጠው ብዙ አላስጨነቀንም። “ወንድሜ የሰማችሁት ድምጽ የፍሬኑ

ነው፤ ፍሬኑ ብልሽት ገጥሞት እንደውሻ ነው የሚጮኸው። ሁሉ ሰው ነው እንዲህ የሚለኝ። እንዴት በሕይወት ያለ ውሻ እንጭናለን ስታስቡት?” ሲለን እጅግ ተገረምን። በርግጥም ያኔ “ውሻው” የጣርና የሲቃ ጩኸቱንና ማላዘኑን አቁሞ ነበር። በስሜታችንና በውነቱ መካከል የነበረው ርቀት እኛንም አስደንቆን በ“ሞኝነታችን” እየሣቅን ደግሞም እንኳን እንዳሰብነው አልሆነ እያልን ወደየቤታችን ገባን። መቼም የማንረሳው ገጠመኝ ነው።

ስሜትና እውነት እንግዲህ የዚህን ያህል አራምባና ቆቦ ናቸው። ስለዚህ አንዳንዴ ብቻ ሳይሆን ምንጊዜም አንድ ነገር ከመወሰናችንና ወደ ድርጊት ከመግባታችን በፊት ቆም ብለን ደጋግመን ማሰብ ይኖርብናል። እርግጥ ነው ያሉን ዐይኖች ሁለት ብቻ በመሆናቸው ልንቸገር እንችል ይሆናል፤ ቢሆንም ሦስተኛውን የኅሊና ዐይን አብርተን ነገሮችን በጥሞና ማየትና እውነትን በተገቢው መንገድ አጣርተን ለውሳኔ መብቃት እንደጥላችን ከሚከተለን ጸጸት ይታደገናል። እርግጥ ነው ያሉን ጆሮዎች ሁለት ብቻ መሆናቸው የተወሰነ ጉዳት ሊያስከትልብን ይችላል ይሆናል። ቢሆንም ሦስተኛውን ዕዝነ ልቦና ተጠቅመን በድምቀት ከሚሰሙን ሁካታና ጫጫታ ውስጥ የጠራ ድምፅ ለማግኘትና ወደ እውነቱ ለመድረስ መጣር ይኖር ብናል። እርግጥ ነው የተለያዩ ሰው ሠራሽ የሆኑ ስሜት ቀስቃሽ አጋጣሚዎች ይከሰቱና የማዘን ወይም የመደሰት፣ የማድረግ ወይም ያለማድረግ ቅጽበታዊ ስሜቶቻችንን ነክተው ጉድ ሊሠሩን ይችላሉ ይሆናል። ቢሆንም ረጋ ብለን በጥሞና ከተጓዝን ችግሮችን ፈጽሞ የማስቀረት ሰብአዊ አቅምና ችሎታ ቢያጥረን እንኳን በመጠንም ሆነ በዓይነት ልንቀንሳቸውና ሊደርስ የሚችለውንም አደጋ ልናለዝበው እንችላለን። በቃ። መናገር ግን እንዴት ቀላል ነው ውድ አንባቢያን!

ዜና እረፍት

ወ/ሮ አመለወርቅ ሺፊራው ህዳር 23 ቀን 1965 ዓ.ም. አዳማ ከተማ



ተወለዱ። ዕድሜያቸው ለትምህርት ሲደርስ መደበኛ ትምህርት ቤት በመግባት የ12ኛ ክፍል ትምህርታቸውን ካጠናቀቁ በኋላ ከ አቢስ የቴክኒክና ሙያ ትምህርት ቤት በጄኔራል ሜካኒክ ትምህርት በዲፕሎማ ተመርቀዋል። ወደስራ ከተሰማሩ በኋላም ከነሐሴ 11ቀን 1997 ዓ.ም. ጀምሮ ቅድስት ማርያም ዩኒቨርሲቲ ተቀጥረው በማቴርያል ፕሮዳክሽን ዩኒት የስብጥር ሰራተኛነት ና በ ቶክ ኦፍሴት ማሽን ኦፕሬተርነት በኤዲቶርያል ቴቶርያልና አሰስመንት ዩኒት ውስጥ በተላላኪነት በዩኒቨርሲቲው ቤተ-መጻሕፍት ውስጥ በረዳት ላይ-በረሪያንነት በላይበረሪና ፕብሊኬሽን ክፍል ውስጥ በጸሐፊነት በመጨረሻም በድህረ ምረቃት/ቤት ሊብረሪ ውስጥ በሰትኩሌሽን ሠራተኛነት ላለፉት 11 ዓመታት አገልግለዋል። እየሰሩ በመማር በትርፍ ጊዜያቸው በመማርም ከ ጌጅ ኢንፎርሜሽን ቴክኖሎጂና ቢዝነስ ኮሌጅ በሴክራተርያል ሳይንስና ኦፊስ ማኔጅመንት በዲፕሎማ ተመርቀዋል በስራቸው ተወዳጅ ከስራ ባልደረቦቻቸው ጋር ተግባቢ ባለ ትዳርና የ ሁለት ልጆች እናት ነበሩ ወ/ሮ አመለወርቅ ሺፊራው ባደረገባቸው ድንገተኛ ህመም በተወለዱ በ43 ዓመታቸው ግንቦት 18 ቀን 2008 ዓ.ም. ከዚህ አለም በሞት ተለይተው ስርዓተ ቀብራቸው በማግስቱ ግንቦት 18 ቀን 2008ዓ.ም ተፈፀሟል። ቅድስት ማርያም ዩኒቨርሲቲ በወ/ሮ አመለወርቅ ሺፊራው ድንገተኛ ሞት የተሰማውን ሐዘን እየገለፀ ለቤተሰቦቻቸው በሙሉ መፅናናትን ይመኛል።

አቶ ብርሃኑ ወልደ ሃና መስከረም 17 ቀን 1965ዓ.ም. ድሬዳዋ ከተማ ተወለዱ። ዕድሜያቸው ለትምህርት ሲደርስ የአንደኛና ሁለተኛ ደረጃ ትምህርታቸውን በከተማው በሚገኙ ት/ቤች ካጠናቀቁ በኋላ አዲስ አበባ ዩኒቨርሲቲ ገብተው 1978 ዓ.ም. በፊዚክስ ትምህርት በመጀመርያ ዲግሪ ተመርቀዋል። ወደስራ ከተሰማሩ በኋላም በመምህርነት ተቀጥረው በድሬዳዋ አጠቃላይ 2ኛ ደረጃ ት/ቤት ውስጥ ከ1979 ዓ.ም. ጀምሮ ለሃያ አመታት አገልግለዋል። በራሳቸው ፈቃድ የመንግስት ስራ ለቀው ቅድስት ማርያም ዩኒቨርሲቲ ከተቀጠሩበት ከህዳር 01/1999ዓ.ም. ጀምሮም የድሬዳዋ ከተማ አስተዳደር፣ የሃረሪ ክልልና የሶማሊ ክልል የርቀት ትምህርተ አስተባባሪና የድሬዳዋ ሪጅናል ጽ/ቤት አስተባባሪ በመሆን ለዘጠኝ አመታት ሠርተዋል። ስራ ወዳድ፣ ተግባቢ፣ በስራ ባልደረቦቻቸው ተወዳጅ፣ ባለትዳርና አንድ ልጅ አባት ነበሩ። አቶ ብርሃኑ ወልደ ሃና ባደረገባቸው ድንገተኛ ህመም በሕክምና ሲረዱ ቆይተው በተወለዱ በ53 ዓመታቸው ሚያዝያ 22 ቀን 2008 ዓ.ም. ከዚህ ዓለም በሞት ተለይተዋል። ስርዓተ ቀብራቸውም በማግስቱ ሚያዝያ 22 ቀን 2008 ዓ.ም. ቤተሰቦቻቸው፣ ወዳጆቻቸውና የስራ ባልደረቦቻቸው በተገኙበት ተፈጽሟል። ቅድስት ማርያም ዩኒቨርሲቲ በአቶ ብርሃኑ ወልደሃና ህልፈት የተሰማውን ጥልቅ ሐዘን እየገለፀ ለቤተሰቦቻቸው በሙሉ መፅናናትን ይመኛል።

አቶ ማጆር-ተሰማ ታህሳስ 24 ቀን 1945ዓ.ም በሲዳማ ዞን ይርጋዓለም ከተማ ተወለዱ። ዕድሜያቸው ለትምህርት ሲደርስ ት/ቤት ገብተው የ1ኛና የሁለተኛ ደረጃ ትምህርታቸውን በ 1961ዓ.ም. አጠናቀዋል። በመቀጠልም ከ1962-1963 ዓ.ም. በነበሩበት ዓመታት በተለያዩ ጊዜያት ከተቤ መምህራን ትምህርት ኮሌጅ ገብተው በመማር ዲፕሎማና ዲግሪያቸውን በተከታታይ አግኝተዋል። ከ1964 ዓ.ም. ጀምሮ በመንግስት ስራ ተቀጥረው ዲላ፣ ደብረዘይት፣ ደብረ ብርሃን፣ ሆለታና አዲስ አበባ በመዘዋወር በተለያዩ ክፍተኛ 2ኛ ደረጃ ት/ቤቶች፣ ኮሌጆችና ዩኒቨርሲቲዎች



ውበጥ በመምህርነት፣ በተማሪዎች ዲንነትና በዋና ላይ-በረረያንነት እስከህልፈተ ህይወታቸው ድረስ አገልግለዋል። ከ1995 ጀምሮ በመምህርነት ተቀጥረው በሰሩበት ቅድስት ማርያም ዩኒቨርሲቲ ውስጥ ትጉህ፣ ስራ ወዳድ፣ ተወዳጅና ተከባሪ ሠራተኛ ነበሩ። ባለትዳርና የሁለት ልጆች አባት የነበሩት አቶ ማጆር ተሰማ ባጋጠማቸው የመኪና አደጋ በህክምና ሲረዱ ቆይተው መጋቢት 17 ቀን 2008 ዓ.ም. ቤተሰቦቻቸው፣ ወዳጆቻቸውና የስራ ባልደረቦቻቸው በተገኙበት ተፈፅሟል። ቅድስት ማርያም ዩኒቨርሲቲ በአቶ ማጆር ተሰማ ህልፈት የተሰማውን ሐዘን እየገለፀ ለቤተሰቦቻቸው መፅናናትን ይመኛል።

ወ/ሮ ፈቲያ መሐመድ ታህሳስ 2 ቀን 1976 ዓ.ም. አዲስ አበባ ከተማ ተወለዱ። እድሜያቸው ለትምህርት ሲደርስ በአዲስ አበባ ከተማ ካራማራና ከፍተኛ 23 ት/ቤቶች የ1ኛና የ2ኛ ደረጃ ትምህርታቸውን አጠናቀዋል። ከቅድስት ማርያም ዩኒቨርሲቲ የኮምፕዩተር ሳይንስ በዲፕሎማ ተመርቀዋል። በመቀጠልም

በተማሩበት በቅድስት ማርያም ዩኒቨርሲቲ ከሐምሌ 28 ቀን 1995 ዓ.ም. ጀምሮ በመቀጠር ላለፉት 12 ዓመታት በላብ አሲስታንትነት፣ በኮምፕዩተር ቴክኒሻንነት፣ በሲንየር ኮምፕዩተር ቴክኒሻን ፡፡ የስራ መደብ፣ በመጨረሻም በሀርድ ዌር ፕሮፌሽናል፣ የስራ መደብ በቅንነትና በታማኝነት አገልግለዋል። ወ/ሮ ፈቲያ መሐመድ በስራ ላይ በቆዩበት ወቅት ስራ ወዳድ ተግባብና ተወዳጅ ነበሩ። ባለትዳርና የ4ልጆች እናት የነበሩት ወ/ሮ ፈቲያ መሐመድ ከወሊድ ጋር በተያያዘ ባጋጠማቸው ህመም በህክምና ሲረዱ ቆይተው ነሐሴ 19 ቀን 2007 ዓ.ም. ከዚህ አለም በሞት ተለይተዋል። ቅድስት ማርያም ዩኒቨርሲቲ በወ/ሮ ፈቲያ መሐመድ ሞት የተሰማውን ጥልቅ ሃዘን እየገለፀ ለቤተሰቦቻቸው ነፅናናትን ይመኛል።



ts M´Y p\M



ts nYB}à´ GªB~



/Z tLE´ Yi `ÔW´



/Z Ôpi| L ðHL ድ