

Institute of Higher Education Research and Leadership Development Hosts Association of the Commonwealth Universities' Human Resource in Higher Education Convention.

By Joanne Alividza

The role of the Human Resources organ in an organization's success is increasingly gaining traction as employee satisfaction and retention has become a topical issue world over. It is in this context therefore, that the Association of Commonwealth Universities (ACU), the world's first international university network, plans to host a convention on Human Resources in Higher Education (HR in HE) in partnership with USIU-Africa. The convention, whose theme is "Strategic Positioning of HR in HE" is set to take place at the USIU-Africa campus in Nairobi from April 25-26, 2019.

This event calls to aid the mandate of human resources professionals in institutions of higher learning as they collaborate with Vice Chancellors in institutional value addition and attainment of excellence. Consequently, the event will provide a platform for cultivation of a network of human resources practitioners in higher education within the region as part of the larger Commonwealth community. In attendance will be Vice Chancellors, human resources professionals and registrars from universities and colleges in Kenya and the wider East Africa region.

Hosted within USIU-Africa's Institute of Higher Education Research and Leadership Development (IHERLD), the convention will address key mandates of IHERLD by building into programs that support senior leadership organs of Higher Education Institutes, middle level managers, policy



ACU HR in HE Convention: Understanding the role of HR in Higher Education

The strategic positioning of HR is gaining currency as a discourse in higher education. The Association of Commonwealth Universities (ACU) assembly in collaboration with United States International University-Africa aims to bring together all human resource professionals and registrars working in higher education in Kenya and the Eastern Africa region to a forum to understand the role of HR in higher education.

Association of the Commonwealth Universities' Human Resource in Higher Education Convention meets in April

makers and teachers involved in developing and implementing competency based curriculum as well as create opportunities for policy dialogues and research on Higher Education.

This event is envisioned to expand the important conversation surrounding human resources and engage maximum

participation of higher education leadership organs in order to build their collective daily workings but also inform their contributions towards academic, operational and service excellences. This engagement will lead to student retention, diversification and internationalization, build capacities and mobilize resources within institutions of higher education.

DBA Alumni take part in program review

By Susan Muriuki

Four Doctor of Business Administration (DBA) Alumni were called upon to take part in a program review on March 20, 2019 at the Chandaria School of Business. The Alumni who included Dr. Majid Twahir DBA (2016) Dr. Agnes Ogada DBA (2017), Dr. Sam Muriithi and Dr. Jacob Ogolla DBA (2016) joined faculty and students currently taking the program in the review. The program review was conducted by a representative from the Commission of University Education (CUE) Dr. Sam Muriithi from Daystar University. The DBA students discussed among other things the status of the DBA program. They mentioned the fact that the program had the best teaching methodology which was combined classroom teaching and case study research which was encouraging to the students. The students also mentioned that they enjoyed the state of the art facilities like the Library that had up to date studying resources. Students are able to access these facilities outside the University and this contributed immensely to their academic enrichment hence they were able to complete their Doctoral programs in real time. In addition, the Alumni expressed their admiration for their supervisors who took them step by step in their academic journey



Members of Alumni department host Alumni from the DBA program during its review

up until on the day of their graduation.

The Alumni further recommended that the University should provide grants and scholarships to the students. They emphasized the need for the University to

acquire grants and scholarship that would make it easier for the students to complete their studies. They cited that some of their colleague were unable to finish their education due to financial constraints.

USIU-Africa and YelBridges to launch Cyber4Growth report

By Taigu Muchiri

USIU-Africa and Yelbridges will launch the Cyber4Growth report on April 11, 2019 at the Freida Brown Student center. The report was preceded by a training of trainers on cyber security in Kenya, Uganda and Tanzania. USIU-Africa nominated two students to undertake the training in order to improve their skill set. The Cyber4Growth project was launched to promote economic growth in East Africa by improving cyber resilience among organizations in the region. The project was funded by German government through KfW DEG and other German

corporates - SEC Consult, Tuv Rheinland and CYRISO. The project offered private and public organizations in East Africa with hands-on training which is essential to raise the level of security awareness but also to promote the economic competitiveness of companies in the region. The overarching goal is to promote fair trade between East Africa and Europe where data privacy and cyber security are paramount for business. A baseline survey carried out in 2017 indicated that 95 percent of African organizations operated below globally



Cyber security is a multi-billion dollar industry across the world

acceptable cyber security standard. The cost of cyber-crime had skyrocketed from a \$2 billion in 2016 to \$3.5 billion in 2017. Kenya, Uganda and Tanzania recorded a total loss of \$376 billion. During the same period the United Nations Conference on Trade & Development (UNCTAD) reported that Foreign Direct Investment (FDI) flow in Africa slumped to \$42 billion in 2017, a 21 percent decline from 2016. The cost of cybercrime in Africa has a direct correlation with FDI inflows as well as the economic growth of the continent.

According to Palo Alto Research Center, there is a global deficit of over 3 million professionals in the industry putting over 65 percent of organizations reporting that they have a shortage of Information Technology (IT) staff dedicated to cyber security. In Africa, there are less than 10,000 certified cyber security professionals to protect a population of over 1.3 billion people across

the continent. East Africa faces an acute cyber security skills gap; IT teams lack the know-how on cyber defense skills to defend their organizations against cyber-attacks.

In 2018, cyber security global spending on IT security products and services was over \$114 billion, an increase of 12.4 percent from the previous year. On the contrary, the cost of cybercrime during the same period increased to \$600 billion despite increased investments in IT security solutions. Reports also indicate that there is over reliance on IT security solutions by organizations forgetting that only 8 percent of cyber incidents are detected by security products. However, these products do not seem to solve the long term problem of dealing with cyber security.

The report shows that that only five percent of universities in East Africa offer IT related bachelor courses with concentration in

cyber security. The cyber security workforce deficit will only be addressed when the academia is able to churn skilled professionals from their institutions of higher learning.

The event will culminate in the launch of the virtual conferencing centre that will build capacity in East Africa by setting up a cyber security center in Thika, Kenya to provide skilled security analyst to organizations in the region. The security analysts will be trained in-house to enhance their skills level as well offer security services to global companies and will provide global standards to ensure that the highest quality of work is offered. In addition, Virtual Reality (VR) will be incorporated as the security analyst offer awareness and training to clients.

Yelbridges is an East African cyber security company with its head quarters in Nairobi Kenya and a branch office in Ebene, CyberCity in Mauritius.

Agribusiness congress set to take place in June

By Taigu Muchiri and Shadrack Lomoywara

The African Venture Philanthropy Alliance (AVPA) in partnership with the Global Agribusiness Management and Entrepreneurship (GAME) and the United Nation's SDG Partnership Platform are organizing the 2019 Agripreneurs Congress that will convene at USIU-Africa (Nairobi, Kenya) on June 6-7, 2019.

The two-day gathering seeks to enhance sustainable collaboration and sharing of knowledge among key players in the agribusiness arena. The theme of the conference "Catalyzing Social Investment for Youth Focused Agribiz" is banking on youth participation in the agricultural sector which could hold the key to many challenges facing the youth such as high rates of youth unemployment. These challenges can only be resolved if there is intentional positioning of youth at the forefront of agribusiness opportunities and strategic investment to help modernize and grow the sector. The congress will provide an exciting platform and opportunity for development partners, philanthropists, researchers, policy makers, civil society, youth groups and corporate entities to shed light on this topic and resolve to find innovative solutions that will



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2019 AGRIPRENEURS CONGRESS

"Catalyzing Social Investment For Youth Focused Agribiz"

**SAVE
THE
DATE**

**6 - 7
JUNE
2019**

Email: sasena@usiu.ac.ke | Phone : + 254 714 612 210



The Agripreneurs Congress will take place in June 2019

help the youth of Africa actively engage in and drive this sector.

The discussions will be spearheaded by officials from Kenya's National and County Governments, representatives from international and national NGOs, representatives from the United Nation's

SDG Partnership Platform, social impact investors, fund managers, philanthropists, agribusiness practitioners, partners of AVPA and members from AVPA's partner networks in Europe and Asia, captains of industry as well as friends, students and alumni of USIU-Africa.

The African Venture Philanthropy Alliance (AVPA) is a nonprofit, nonpartisan, Pan-African network for social investors who are dedicated to building a vibrant and high impact social investment community across Africa. The USIU-Africa's GAME Center aims at improving management and leadership capacity at small scale agribusiness

entrepreneurs and leaders of producer organizations including youth, farmers and farmer associations. The Center focuses on enhancing the innovation and analytical skills of these change agents, market oriented skills, improving efficiency and effectiveness, improving productivity within the agricultural market systems and providing information to

increase the quality and productivity of the agricultural sector.

For any enquiries/clarification, contact Anne Maina at amaina@avpa.africa or Salome Asena at sasena@usiu.ac.ke.

Renowned travel junkie inspires AIESEC club members to follow their dreams

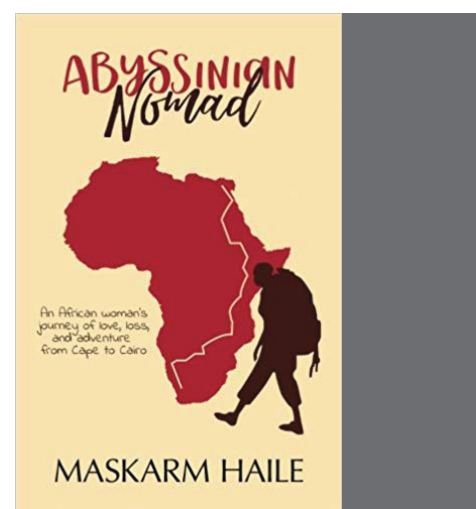
By Diana Meso, Cynthia Makena and Andy Agutu

On Friday, March 29, the AIESEC club members got a chance to interact with Ms. Maskarm Haile; an Ethiopian travel junkie who documents her travel in books and blogs, and learn about her book *Abyssinian Nomad*; An African Woman's Journey of Love, Loss, and Adventure from Cape to Cairo.

Maskarm encouraged the club members to follow their dream and break from the rigid mindset to beat the norm that taking up certain "office" careers is the only way to succeed in life. She pointed out that her determination to achieve her childhood dreams despite setback from her family and culture kept her alive as she traversed 15 countries in Africa from Cape of Good Hope in South Africa to Cairo in Egypt.

She further inspired the club members to strive to learn new cultures and meet new people that will help them open up to new ideas and see the world from different and exciting angles. The talk is in line with one of the main agendas of AIESEC which is to activate leadership potential by working with different groups all over the world to shape a better future. It also builds to our diversified cultures from over 72 nationalities represented in the university.

The book *Abyssinian Nomad* outlines Maskarm Haile experiences when she traveled from South Africa to Egypt and her exposure to various cultures.



Maskarm Haile book talking about her adventures as she travels across Africa

Admissions and Marketing & Communications departments' team up for admission drive

By Diana Meso and Ernest Mwanzi

Representatives from the Admissions and Marketing and Communications departments visited St. Anthony Boys High School in Kitale, Trans Nzoia County, on Saturday March 30, to inspire 400 Kenya Certificate of Secondary Education (KCSE) candidates to work smart and get a chance to study at USIU-Africa.

Led by the Chief Manager-Admissions, Dr. George Lumbasi, the team educated the

candidates on the requirements for joining the university, the various sophisticated programs offered by renowned faculty, scholarship opportunities that are available, the diverse culture with over 72 nationalities represented, the exchange programs and the endless opportunities to get out-of-classroom knowledge that awaits them at USIU-Africa.

So far, the university has admitted over 20

former St. Anthony students to various programs. Additionally, every year the men's hockey team visits the school to nurture the young hockey talents and further drive admissions recruitment by informing them about sports scholarships offered at the university.

Additionally, both departments earlier travelled to Karima Girls High School in

Nyandarua County on Thursday, March 28 during their 2019 Career Day. The representatives from both departments highlighted the quality of education that comes with small faculty to student ratio, world class facilities, exchange programs and industry partnerships to over 500 students including the Utumishi Boys Academy from Gilgil, Nakuru County.

Both St. Anthony Boys High School and Karima Girls are national high schools located in Kitale and North Kinangop respectively. St. Anthony Boys boasts of a population of over 1800 while Karima Girls has about 1700 students.



Chief Manager-Admissions, Dr. George Lumbasi addresses St. Anthony Boys High School Kenya Certificate of Secondary Education (KCSE) candidates' during a visit to the school on Saturday, March 30 in Kitale.



Samuel Irungu, admissions officer gives an overview of USIU-Africa.



Faith Mugambi, admissions officer explains to the students of Karima girls some of the courses offered at USIU-Africa.



Three Kenya Certificate of Secondary Education (KCSE) candidates pose for a photo during the Admissions drive at St. Anthony Boys High School in Kitale on Saturday, March 30.



Students of Karima Girls peruse brochure content of the courses offered at USIU-Africa



The Admissions team together with St. Anthony Boys High School Kenya Certificate of Secondary Education (KCSE) candidates pose for a photo during an admission drive at the school premises in Kitale on Saturday, March 30.

Media Mentions

By Diana Meso



April 5: The Star newspaper mentioned USIU-Africa in an article titled *"Kisii in must win situation for play off slot."*

April 3: USIU-Africa was mentioned by the Citizen Digital in an article titled *"Kenyan billionaire Raval donates entire salary from Egerton University."*

April 3: USIU-Africa was mentioned online in an article titled *"Kenyan Tycoon Narendra Naval to Donate His Entire Salary after Appointment by President Uhuru."*

April 3: The Daily Nation mentioned USIU-Africa in an article titled *"Kisii, Mombasa battle for sole championship semi slot"*

April 1: USIU-Africa was mentioned by Michezo Afrika in an article titled *"USIU Africa last weekend Won the Overall Title of the One Day Taekwondo Championships held In Nairobi."*

April 1: Citizen Digital mentioned USIU-Africa in an article titled *"Equity Hawks coach Maina confident of title defence after stormy start."*

April 1: USIU-Africa was mentioned by The Star newspaper in an article titled *"USIU-A Spartans coach hits the roof despite win over Sliders."*

March 31: Citizen Digital mentioned USIU-Africa in an article titled *"USIU hit two past Sliders, underline title intentions."*

March 31: USIU-Africa was mentioned by the Standard newspaper in an article titled *"Eagle Wings rout Western Delights in league."*

March 30: The Standard mentioned USIU-Africa in an article titled *"Blades out to cut USIU, Emyba to size in contest."*

March 29: The Star mentioned USIU-Africa in an article titled *"Ulinzi Warriors await Umoja in top Premiership clash."*

March 29: USIU-Africa was mentioned by the Daily Nation in an article titled *"Warriors train guns on Umoja lads, USIU focus on rebuilding."*

Sport Updates

By Ernest Mwanzi

Basketball

In the Kenya Basketball Federation Premier League matches played on March 30, the men's team (Marines) lost to Parklands Baptist 49 -60 at Upper Hill, while the ladies team lost 43 – 46 at Nyayo Stadium. On March 31, 2019, the Marines beat Nexus 59 - 46 at Upper Hill.

Soccer

In the Universities and Colleges Football League (UCFL) matches played on March 30, the ladies team lost by one goal to Thika School of Medical and Health Sciences (TSMHS), while the men held Technical University of Kenya to a barren draw. On Sunday March 31, the ladies team held NYS VTI to a barren draw while the men's team lost by a solitary goal to Zetech. All the matches were played in Kabete.

Rugby

USIU-Africa RFC team beat Catholic University of Eastern Africa (CUEA) 8 -3 in the Kenya Rugby Union match played at CUEA on Saturday, March 30.

Hockey

The ladies team beat Sliders by two goals to nil during their Kenya Hockey Union National league match played at City Park on Sunday March 31.

TAE KWON DO

During the Nairobi TAE KWON DO Association games, the USIU-Africa ladies' team were first runners up with two gold, and four silvers while the men took the first position in their category with four gold and one bronze.

Upcoming events

Public Lecture by Dr. Rebecca Simson
– April 9, 2019

Cyber4Growth report launch
– April 11, 2019

Association of the Commonwealth Universities' Human Resource in Higher Education Convention
– April 25-26, 2019