



FIRST QUARTER NEWSLETTER (January-March, 2016)

Introduction

As the old year 2015 faded away into oblivion, leaving its traces for our reminiscence, the new one set in rather smoothly. The three just ended months were again full things as indicated below.

I. Academic activities:

The academic activities of the first semester were successfully completed in line with the academic calendar during the quarter. Examinations were conducted smoothly and the results submitted to the Registrar's office. From among nearly 1000 students, some 144 students were in the distinction roles. Once more our female students were superb in that out of the 144 total 80 were females while the remaining 64 were male students. We are proud in our female student's achievement in particular and our entire student population in general. Good fro them!

While this was the case for better work, some 55 students were given warnings for lower grades and 5 students were dismissed altogether due to absolute weaknesses during the semester. The Senate has given directions as to how to provide closer advice and attention by the concerned departments for those students under warning and probation. Two instructors were contacted to improve their teaching methods after they got low student evaluations in their teaching approaches.

As part of enhancing qualities, Director of Quality Assurance reviewed and commented on the form of sample final examinations of the first semester. The comments related to course coverage and quality of item questions. These comments will be taken by respective departments to improve student assessments in the coming semester.

As Competency Based Education was implemented in all departments, the CBE Commission evaluated the performance of CBE during the semester focusing on its contribution in promoting active learning and professional tasks, linking academic activities to the work place. Detailed report of the evaluation will be published separately. The highlight of report reflects a positive outcome of CBE activities in the academic work. Interviews that focus on active learning and professional tasks were circulated to the students and feedback on CBE was largely positive. To mention some of the responses, 60% of students acknowledge that instructors gave them questions to encourage participation, 77% of students agreed that instructors gave them group assignments as part of professional tasks related with the course they were taking. The evaluations include reflection of instructors teaching CBE lead courses and the statistical grades analysis of 11 courses. The preparation for further implementing CBE in the second semester is completed with all the semester books at hand. It is hoped this mode of instruction will further enhance our learning-teaching approach in the coming semesters and beyond.

In preparation for second semester some vacancies in some departments had to be filled. To this effect, an instructor of food science, a nurse, a documentation officer and laboratory technician were recruited through open and competitive recruitment process. Following these measures, the science laboratories

are equipped and ready for service and the College will now provide first-aid services to students and staff members with resident nurse for the first time.

Following the discussion held with students and staff members of the Department of Architecture, some measures were taken that would help to support stronger academic activities in the way of addressing students' complaints that arise at times. More studios and teaching materials were added to the department. One staff member was assigned to provide extra consultations to students for a fixed period of time per week. Such extra effort will help students' learning process, one should believe.

Short term training

The tenth short term training was conducted in the quarter on Environmental Impact Assessment from March 14-23, 2016. Ten staff members from the government's Industrial Support Service signed up for the training. The training, divided into different topics, was provided by a team of five trainers. Trainees were given assignment to produce a report on hypothetical projects and they presented their report and submitted their documents to the department. They were also given a written test to see if they captured the main concepts of the training. Following such assessment, certificates were awarded for successful completion of the training. Feedbacks were collected from trainees on the quality of the training for future improvement.



Environmental Impact Assessment Training in Session

Student exchange program

The student exchange program between Rotterdam University of Applied Sciences and Teachers College (IVL) and HCBST took place from March 12-20, 2016. The student exchange program was planned ahead and a total of 24 (12 from each) students participated. Students were divided in working groups of three projects: student association, recycling waste and disseminating agricultural research findings. Students develop their projects in groups and went out to visit places like- Integrated Bio-farm, the Embassy of the Royal Kingdom of the Netherlands and African Union Commission. At the end of their works, the participating students presented their projects in groups and feedbacks were given. This student exchange program was indeed a memorable experience for all of us being the first kind in the college.

Such exchange program, we think contributes immensely in bridging the academic and cultural gaps that exist between institutions and it is also a good platform to share and learn from each other through experiences. Students not only learned from each other by working through projects but they

developed close relationships through interactions. The student exchange program has more benefits than we can describe and the involved institutions are working on to develop this humble practice into long lasting academic network where both of the partners work on long term projects. In addition, the CBE model of RUAS is compared to HCBST's and there is a common interest to collaborate on this regards from both sides. The RUAS academic staff members during their stay met Dr. Lemma, the Executive Director.



Student exchange meeting in session



Students presenting their project proposals



Exchange students farewell photo

Environmental science students prepared a special show termed as ECO-fashion on March 31, 2016. The main focus of the show was about promoting eco-friendly behaviors and actions and recycling waste for re-use. Students staged a fashion show wearing cloths made from recycled synthetic materials. The program helped to promote the use of recycled materials in contributing to keep the environment clean from pollution.

Student parliamentary elections

Eleven students' representatives were elected from all the eight departments. From among the group two female students, namely Rahiwa Yemane and Moimina Abubeker are dully elected President and Vice President of the student body, respectively. Hope College of Business, Science and Technology is always proud of its female students who are sources of our pride indeed. While congratulating them for their election to the top positions, we wish these young girls all the best as they lead the student body.



Rahwa – the President



Momina – the Vice President

II. Administrative activities:

Annual action plan for the year 2016 has been prepared after a performance review of the year 2015 has been conducted. Based on their last year outstanding performances some ten administrative staff members were identified and awarded.

To enhance the documentation and institutional memory management system of the College, an academic documentation center is now created. An officer has been recruited to assist the three faculties by becoming an essential resource center and to maintain all institutional data base and memory. Vacancy advertisement is floated to hire competent and qualified accountant so as increase the financial recording and reporting quality.

To ensure the wellbeing and safety of the College community, especially students, a first aid center with the required inputs and a Nurse is in place. This will alleviate the problems students used to face specially during stressful periods like during exam. And additional seven campus security officers have been hired.

A half day practical training was given to all the security personnel by a senior Ethiopian Police Academy expert and a standardized campus security and safety manual has been developed. This in effect will increase the motivation and skills of the security personnel to properly manage what is expected of them.



Security personnel during training

The College's fire prevention tools/extinguishers have been amended and refilled and spot-checked for functionality. A training program on fire fighting and prevention is scheduled to be given to the College community.

The 2015 financial documents have been organized and an independent review by external audit firm has been done. A revision of the College chart of account has also been revised and the application software (Peachtree accounting) has been made ready to record the new 2016 financial recordings. Annual Books inventory at our library has been conducted. Books which have been kept underground without proper labeling and record are now identified, recorded and sorted out.

Maintenance & Repair:

A new septic tank has been built to replace the old sewerage system with additional service of shower and sanitation outlets for students use. Door keys of offices, classrooms and conference rooms have been changed to improve both the security as well as the general management system.



a) initial stage of the new sewerage tank



b) cover work



c) final cover

Experts from Addis Ababa City Administration’s Finance Office paid a visit to our campus and conducted an evaluation of student administration, financial and HRM systems. They were very delighted and gave a very encouraging feedback admiring our policy, procedure and efforts to properly implement planned activities.

The College Library is named Henk De Pagter Library, after its donor to show the College community’s gratefulness to Mr. Henk De Pagter for his generosity, not only in erecting this beautiful edifice, but also in its maintenance up-keep to date, as well.



Partner visits/meetings:

The College participated in the yearly Round-Table Partners meeting that was arranged by the Office of the Executive Director of Hope Enterprises.

Three- member team consisting of Anna Lord, Lisa Cousins and Liam Barnhard from EthiopiAid/UK visited the College and had extensive discussions with the management. Many issues of interest including the future growth and expansion of the academic program were among the main points considered.



Members of EthiopiAid in President Office

A one day workshop on Organic Leadership (value drive) was conducted by a visiting, W&D training experts Mrs. Jan Lok and Mr. Arnold van Willigan. All office holding employees of the College participated in the workshop.

Awash International Bank S. C has entered into agreement with the College to support some ten students for the coming four years. The ten candidates were selected from the Business Faculty to match with possible future professional interests with the Bank. Awash Bank considers them as its ambassadors. On behalf of the ten happy students and that of my own, I would express our gratefulness to Awash Banks management team that took the call of the needy rather responsibly.



Awash Bank group discussing with sponsored students



Sponsored students showing off their Awash Bank caps

The General Assembly of the Hope Enterprises met on the 19th of March and approved the next year program activities and the associated budget.

Support solicitation

The College is trying its level best to help the needy students attend college education. To this end besides the donor sources of assistance, income generation document has been developed and submitted to the pertinent authority for a special permission to carry out the scheme for sustained income generation. Until this becomes a reality, we still have the need for seeking support from all our generous friends to extend their support as often. Thank you for all you do!

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