



Strathmore University responds to humanitarian crisis



Mr Vincent Ogutu, MBA Programme Director addressing victims of the post-elections violence at a medical clinic organized by the Strathmore Business School.

INSET: Face of hope. A child at the medical camp

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From the Editor's Desk

May we dwell in unity

The current polarized situation in the country is unfortunate. But as with many bad things, we can learn a lot from this development. The constant teaching of St Josemaria (the inspiration behind Strathmore) that we are all children of one race – the race of the children of God. In the Kenyan context, St Josemaria would have reminded us we are children of one tribe – the tribe of the children of God.

To St Josemaria, being children of one race – the race of the children of God - was not just a nice turn of phrase. It is something he believed in and put into practice. The founding of Strathmore is testimony to this belief. Against the law of the land then in force in colonial Kenya, he told the people who came to found Strathmore that they could not start an institution that embraced discrimination of any kind. Not racial, not religious, and not social background discrimination. It is this thinking that informs the motto of the University – Ut omnes unum sint- that all may be one.

The motto is actually a prayer Jesus prayed after the Last Supper. He prayed that his disciples be one. And that is what the University strives to achieve – unity of all Kenyans.

The Editor

SU Digest

Editor: Eric Katheranya

Editorial team

Isaac Mwangi, Luis Borallo, Marcos Migeri, Paul Ochieng', Pauline Kuria

Design and layout: Elsie Onsongo

Photography :

Charles Okumu, Isaac Mwangi, Stephen Momanyi

The views expressed here are not necessarily those of Strathmore University nor of the Editor.

Contact: Strathmore University

Ole Sangale Road

P. O. Box 59857 00200

Nairobi, KENYA

Tel: +254 020 606155

email: ekatheranya@strathmore.edu

Vice Chancellor's New Year message



Professor Odhiambo

Last year was full of memorable events. We saw our sports teams win important tournaments. Last year also witnessed a very successful Quality Week. It is also during last year that Professor Michael Porter of Harvard delivered a most scintillating lecture in the University. And the story goes on... What do I say!

Due to sheer hard work by everyone, both students and staff, the University scored a first in

qualifying for the award of the Charter without conditions and in record time. We are certain to receive the Charter after the elections.

The University launched its strategic plan for the period 2007-2010, precisely last year. The strategy sets out performance targets for each department.

I want to urge you to continuously reflect on what the strategy requires of each one of us. Be a change leader in your respective unit. Conceive practical change initiatives that will help attain the targets spelt out in the strategy.

This is the most opportune moment for you to make a significant contribution toward the growth of SU, the only entrepreneurial university in this region.

I want to congratulate all of you for the achievements that we have managed to realise during last year. Thank you for your hard work and dedication. For any short comings or failures on the part of the management I graciously take responsibility, and with your support I am sure we will be able to turn such instances into opportunities for institutional learning and greater growth.

Let us all move into the New Year with a firm resolution to work even harder and better in order to give God greater glory and lead greater growth in the University.

During the year 2008 we expect to receive the Charter for which all the preparations are complete. We also expect to launch the School of Hospitality and Tourism. Its first programme will be a Bachelor of Science in hospitality and tourism management. We also expect to mount the degree of Bachelor of Science in leadership and management in the Faculty of Commerce.

The Enterprise Development Centre will also be launched this year. This centre will provide entrepreneurship education and support to small businesses in the country. These are the things to pray for in the New Year.

I wish you a promising New Year.

Professor John Odhiambo

SU's response to humanitarian crisis in Kenya



Bernice Mwangi attends to a child at the SBS organized medical camp at Huruma Police Post

Strathmore University has responded on various fronts to the humanitarian crisis in Kenya occasioned by post-elections violence. On Thursday, 10th January, the University's Director of Relations presented a cheque of Kshs100,000 to the Help Save Kenya initiative Co-ordinator, Mrs Norah Odwesso.

On Saturday, 11th January, the Strathmore Business School's MBA class ran a medical clinic at Huruma Police Post in Nairobi's Eastlands. Over 700 patients were attended to by ten doctors, several pharmacists, a counselor, and other volunteers from the MBA class, the Aga Khan University Hospital and Shelter Forum.

Some MBA students who are doctors, pharmacists, and their spouses who are medics joined the Aga Khan personnel in the clinical work, and the non-medic students were involved in logistics and kids entertainment. Sadique, the famous magician, was on hand for the kids' entertainment.

The Police Post was a sanctuary for residents fleeing from the post-elections violence that rocked the area. "We came here expecting to attend

to people camping at the police post but ended up receiving people from the entire community," observed Mr George Njenga, the Dean of SBS.

Patients suffering from all manner of ailments from simple coughs to infected wounds were treated at the camp. Some patients were in need of Anti-Retro Viral (ARVs) drugs and were directed where to get them. Most of the medicines were donated by pharmacies in Nairobi (Aga Khan, Laborex Kenya, Radbone-Clark, Alpha Pharma among others) who were approached by the MBA students.

The clinic also had a minor surgery for treating wounds. Several medical specialists were also on site. A woman who went to labour at the camp was rushed to the nearby Pumwani Maternity Hospital. "Even if this woman had been the only person we helped all day, the camp would still have been worth it," said Dr Twahir, 2nd year MBA student.

The kids' fun corner had a trampoline, bouncing castle, face painting, a clown and the magician. The class is studying other ways and areas in which it can assist Kenyans suffering because of the current crisis. "There is a great need for this kind of initiative in the country right now," said Steven Kariuki of Shelter Forum.

The Red Cross estimates it will cost Kshs 1 billion to provide basic necessities for the displaced in the first half of the year. The office of University Relations is also organizing other initiatives to help the affected.



From left SU's Director of Relations Marcos Migeri, and Dean of Students, Paul Ochieng present a cheque to Norah Odwesso, Co-ordinator, Help Save Kenya initiative. The initiative was started by Coca Cola's East & Central Africa office.

SU lauded for organizing Microfinance Conference



Central Bank's Rose Ndetho, Aleke Dondo of K-Rep and SU Vice Chancellor Prof John Odhiambo

Lack of quality manpower is a hindrance to the growth of Micro-finance institutions, says Mr Kimanthi Mutua, CEO, K-Rep Bank. He said this while presenting a cheque of Kshs200,000 to Prof John Odhiambo, Vice-Chancellor, Strathmore University at the first Micro-finance conference in Kenya held at the University on 23rd and 24th November 2007.

The donation will be used as seed money to enhance micro-finance education at the University. Already, the University offers a diploma in micro-finance. Mr Mutua lauded the University's efforts to train manpower for micro-finance institutions.

"MFIs have been doubling up in their core business and in training manpower. There is need to support tertiary institutions to prepare quality manpower for MFIs," Mr Mutua said.

Mrs Anne Mutahi, Chairperson, Association of Micro-Finance Institutions (AMFI), said a lack of appropriate skills was one of the challenges facing MFIs. SU's Institute of Continuing Education organized the conference in conjunction with AMFI and with support from Equity Bank, Nation Media Group and K-Rep Bank.

The keynote address was given by the Mr Mutua Kilaka on behalf of the Minister for Finance. In the speech the minister reiterated the role of the microfinance sector in Kenya's economic development. "It is estimated that there are already about 10,000 cooperatives and 4,000 savings and credit co-operative organizations in the country, with about four million members compared with two million people that have deposit accounts with the mainstream financial institutions," he said.

The conference was also addressed by Ms. Rose Detho, Director, Bank Supervision Department, Central Bank of Kenya, on behalf of the Governor. In her speech she encouraged microfinance institutions to be licensed and regulated under the Microfinance Act 2006 noting that those that had been

regulated were in a better position with regard to improved efficiency, effectiveness (increased outreach) and long-term sustainability.

She singled out the six mainstream institutions that had benefited from regulation and supervision, namely Equity Bank, Cooperative Bank, K-Rep Bank, Family Bank, Kenya Commercial Bank and Kenya Post Office Savings Bank.

Ms Rose Detho added that the Ministry of Co-operative Development and Marketing was in the process of preparing laws to regulate SACCOs. This would help arrest the menace of pyramid schemes because a good number of these

“Microfinance institutions that have been licensed under the Microfinance Act are relatively more efficient and effective ”

schemes masquerade as SACCOs. This was in response to the question on fraudulent financial schemes, popularly called 'pyramid' schemes, that constantly spring up. She noted that public awareness and education was the solution to the menace.

Others speakers at the conference included David Cracknell, Africa Programme Director, MicroSave; and Lydia Koros, CEO, Faulu Kenya; Ingrid Munro, Managing

Trustee, Jamii Bora; Dr James Mwangi, CEO, Equity Bank and David Ferrand, Director FSD Kenya. The conference attracted 400 participants from both Kenya and Uganda. All public and several private universities were represented at the conference, indicating the interest of academics in this sector.

The conference coordinator, Dr Ruth Kiraka, Dean, Institute of Continuing Education, thanked all the speakers, participants and sponsors, and said that this was just the beginning, and that the Institute would conduct more forums to increase public awareness and raise the profile of the microfinance sector. She challenged young university students and graduates to venture into this sector as a viable career option.

See also: http://www.nationmedia.com/dailynation/nmg-contententry.asp?category_id=3&newsid=111194

For copies of the conference presentations, visit <http://www.strathmore.edu/microfinance>

How the Academic Management System was implemented at SU

The second Regional Eastern Africa Alumni (REAL) conference for University Staff Development Programme (UNI-STAFF) took place in Lilongwe, Malawi this year from 29th October to 2nd November. The theme of the conference was change and innovation in higher education.

Three SU members of staff presented two papers at the conference. SU's Deputy Vice Chancellor (Quality and Assurance) Dr Joseph Sevilla, and Academic Registrar, Mr Patrick Shabaya, presented a paper titled "Change and Innovation in Higher Education: The Implementation of an Academic Management System (AMS) at Strathmore University".

The paper observes that although African universities are slowly adopting ICT, core functions such as student admissions, estate management, fees payment, examination records and library services are yet to be automated – this leads to reduced quality in service and low staff productivity.

However, with the high cost of Integrated Academic Management Systems (IAMS) on the market, these universities must find alternative ways of meeting customer expectations within their constrained budgets. The paper outlines the reasons and processes SU took in selecting its AMS, the challenges faced within this strategic innovation and how it tackled these challenges to achieve what it has achieved, as well as suggestions on implementing similar systems in other institutions in the continent.

SU's Quality Assurance Manager Mrs Catherine Muchira Gatei, presented a paper written in conjunction with Prof Helen Mondoh, the Dean, Faculty of Education, Egerton University, titled "Integration of Student Evaluation of Lecturers and Pedagogical Programmes: An Intervention to Assure Quality in Teaching and Learning". The paper examines the disjoint between student evaluation and pedagogical programmes for improving teaching and learning, especially as univer-



Mr Patrick Shabaya, Dr Joseph Sevilla and Prof Leonard Kamwanja, Pro Vice-Chancellor, University of Malawi

sities, student numbers and programmes increase in the country.

The UNISTAFF programme aims at strengthening individual competencies and institutional capacities to create a culture of innovation, and quality assurance in higher education, through the training and networking of university leadership.

The presentations can be found here: <http://www.strathmore.edu/news/ams-implementation.html>

SU flies Kenyan flag high at ICT conference

Strathmore University shone brightly at the Quali Days Conference held in Phoenix, Arizona on the 13th and 14th of November 2007. The University was represented at the Conference by the Financial Accountant, Vincent Ndoloka, and ICT Director, Martin Wanjohi.

The two were invited to the conference by the Quali Foundation. Also accompanying them was Dr Joseph Sevilla, Dean, Faculty of Information Technology, and Robert Gakuo of Strathmore Research and Consulting Centre (SRCC).

Quali Foundation is an Open Source Foundation comprised of many prominent universities, all focused on developing and enhancing academic and administrative systems for universities globally.

SU is the first university in the program to implement the Quali Financial System (KFS). The System went 'live' on schedule on July 1 2007. KFS is a financial system developed 'by universities for universities' in order to meet their specific

needs.

Vincent, Martin and Keiko Takahashi (Project Manager from rSmart, whose company worked hand in hand with Strathmore University in the implementation of the System) presented a joint paper on the implementation of KFS in Strathmore University. The paper discussed the implementation, and reasons for success, the challenges and future plans.

Dr Bradley Wheeler, Chair of the Quali Foundation Board of Directors, had this to say on the success of the Strathmore University presentation. "The talk was very well received by attendees....Your presentation style represented Kenya quite well."

"The community benefited tremendously from your account of going live with an open source financial system. It is a remarkable story of leadership and execution in efficiently solving your institution's needs," Dr Wheeler added.

Research key to competitiveness



Dean of SBS Mr George Njenga (left) and the MD of Steadman Group Mr George Waititu (right) with a guest at the function

On Thursday, 6th December, Strathmore Business School (SBS) celebrated the end of the first year of the Steadman Applied Research Program (SCART) and the launch of the 2008 program. The third group of 15 participants in the program graduated at the event.

Speaking at the function SBS Dean, George Njenga, asserted that research was crucial to innovation, adding that organiza-

tions that conduct research provide better service to society because their products address specific needs.

“Research and economic development go hand in hand. There is little innovation in Africa because there is little research going on. If we want to take our institutions to the next level we must embrace research,” he said.

Mr Njenga urged companies undertaking research to ensure that they produced accurate data for decision-making purposes because many other people relied on these figures.

“Research is an area that is neglected by many organizations, yet it is fundamental in developing policy which is the key to reducing corruption,” he said.

SCART is the first training programme in East Africa to focus on the ‘hands-on’ practice and application of quantitative and qualitative business-focused research. Since its inception, the programme has attracted considerable interest from the media, business and the academic community.

For more information about the SCART programme, please visit <http://www.sbs.ac.ke>

SBS to move to new premises

The SBS team is set to begin the New Year in a more stylish and spacious environment when it moves into a new executive building projected to be completed in January 2008.

The Kshs 33 Million facility has a floor area of approximately 1,100 square meters. The two storey state of the art center will contain two MBA classes, an open-plan office, five confer-

ence rooms, a reception area and a “market place”, an interaction facility for MBA students.

Lexicon Designs is the technical team behind the architectural layout of the building. The building is set to enhance the quality of service offered by SBS, which is currently operating in a smaller premise.



The SBS Building under construction

74% of Kenyan companies don't have family supportive cultures

A study conducted by Strathmore Business School's (SBS) Center for Research on Work and Family reveals that of 40 companies surveyed, 8% have no family policies, 28% have family policies which have never been implemented, 38% have policies which were seldom used, while only 26% have family responsive cultures.

The findings of the survey were revealed during the first CEO/HR Forum held on Friday 23rd November 2007 at Serena Hotel. Kenya Tourist Board (KTB) was judged the most family responsive company of the year.

The event, organized by SBS in collaboration with IESE Business School, Spain, brought together Human Resources Directors and CEOs from several countries in Africa who exchanged best practices, and learnt about HR work practices from scholars and consultants in the area of work and family.

Christine Orono, HR Barclays Bank, said that today's employees were looking for more than just remuneration.

"They are more interested in a work environment that provides life-work balance," she said.

She added that the work place needed to be more flexible to fit into the employees' family lifestyles, citing that policies such as working on half-day basis, extended

maternity leave, and working from home should be adopted by organizations to enable employees to balance the family and work roles.

SBS Dean, George Njenga, reiterated the need for organizations to care for the family. "If you take care of the family, you take care of the business. Individuals who work in companies that offer flexible policies are satisfied and more productive," he said.

The Forum marked the official launch of the Centre for Research on Work and Family at SBS whose aim is to assist companies by conducting sound research in the areas of work and family conciliation and human resource practices. The centre will communicate and promote best practices to motivate companies to become family and socially responsible.



A family at the launch of the Center for Research on Work and Family

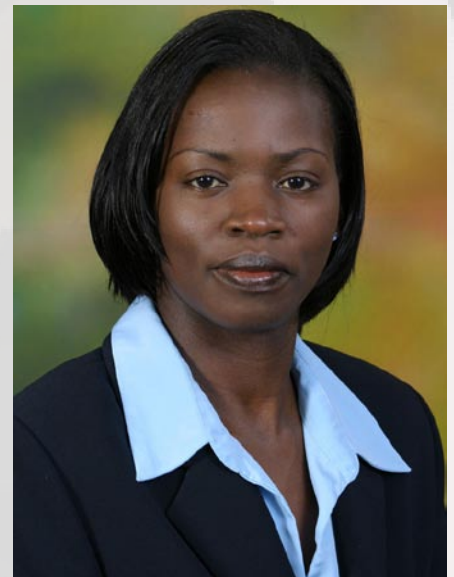
Advanced Healthcare Management Program takes off

Lack of proper leadership and managerial capacity is the major problem facing Kenya's healthcare system today. This was said by Dr Maureen Nafula, the Director of Strathmore Business School's (SBS) Advanced Healthcare Management Program (AHMP), which was inaugurated on Monday, 22nd October 2007 at Strathmore University.

Welcoming the pioneer participants to the program, Dr Nafula emphasized that there was need to equip healthcare practitioners with managerial skills to be better placed in handling resources. Although Kenya's healthcare system is arguably the best in sub-Saharan Africa outside South Africa, it can be improved a great deal. She cited the example of Kenya's poor absorption of Global Aid funds, and said it was a management problem.

The AHMP has been facilitated by SBS in collaboration with Africa Medical Research Foundation (AMREF) and IESE Business School of Barcelona, Spain. It will run in three, five-day modules.

Right: Maureen Nafula, Director, Advanced Healthcare Management Program



SU to lead Kenyan universities in Celtel Africa Challenge competition



SU Celtel Africa Challenge Team and officials with former Celtel Kenya CEO David Murray(middle). From left: Eric Kathenya (Coach), team members Cliff Mogere, Nyambura Mutanyi, Nelson Gakio, Hussein Lightwalla, and Liasion Officer Paul Ochieng.

Strathmore University will for the second time in less than a year lead a contingent of Kenyan teams to a regional tournament after emerging the country champion in the Celtel Africa Challenge in-country tournament held on Thursday, 1st November 2007. In March, Gladiators, the University hockey team became the East Africa Club Champions.

The SU Quiz team, made of Cliff Mogere (BCom III), Hussein Lightwalla (BBIT III), Nelson Gakio (ACCA, IV), and Nyambura Mutanyi (ACCA, II), emerged tops after beating Egerton University in the final game. SU is the only team that didn't lose a game in the competition held at the University of Nairobi.

The team started its fairy tale campaign against USIU and beat last season's semi-finalists. The tournament was played



on a double knock-out, which meant winners met winners in subsequent rounds.

SU's second game was a cracker against University of Nairobi (UoN). The game tied in the first and second rounds. SU led in the third round, which meant UoN picked the rapid fire questions, also called the Ultimate Challenge, first.

After Ultimate Challenge, the teams were tied and the game went to sudden death. UoN were first to go for the sudden death question but didn't get the answer. SU got it and took the game.

SU's third game was against Moi University. It was a closely contested affair, but SU again prevailed and qualified to represent the country in the regional tournament to be held between 22nd and 27th January 2008 in Kampala.

The fourth and final game pitted SU against last season's champions Egerton – which is the only other team that didn't lose a game in the tournament. SU won the game to emerge the country's champions.

16 universities participated in the tournament. Speaking at the closing ceremony, former Celtel Kenya's CEO, Mr David Murray, hailed SU as the new kids on the block. SU is the only team in the Kenya contingent that didn't participate in last season's competition. Other teams in the contingent are Egerton, Moi and Kenyatta universities.

There will be 16 universities in the regional competition. Kenya, Uganda, and Tanzania will each send four teams, and Malawi and Zambia will send two each. The university that wins the regional tournament will get a cash prize of US\$50,000.

Consulting firm offering scholarships to SU students



McKinney Rogers, a leading consultancy firm, is offering scholarships to six students every year to pursue degrees courses in three East African countries i.e. Kenya, Uganda, and Tanzania. The firm is sponsoring two scholars per country.

The Kenyan scholars will study at SU. Chris Stephenson, Managing Partner for McKinney Rogers East Africa, visited SU on 22nd November. He said they were happy to partner with Strathmore Research & Consultancy Centre (SRCC) in offering the scholarships.

The scholarship caters for tuition fees, accommodation and a stipend. The first students in Kenya to benefit are Lydia Kariba who is undertaking BBIT, and Elias Kiptoo who is undertaking BCOM.



Elias Kiptoo, Chris Stephenson, Lydia Kariba and Paul Maina

ICT can help devolve government and economic activity, says PS

ICT can help devolve government services and facilitate economic activities, says Dr Bitange Ndemo, Permanent Secretary, Ministry of Information and Communication. The PS was speaking at Strathmore University on Friday, 16th November 2007 at the opening ceremony of AIESEC Kenya's 8-week long project on Education and ICT dubbed 'Destination MDGs'.

'Destination MDGs' project aims to positively impact the youth by offering them a platform of self-discovery and learning ICT. In attendance were members of AIESEC Strathmore, AIESEC Daystar and AIESEC Catholic University.

"60% of Kenya's Gross Domestic Product (GDP) is in Nairobi. ICT can be used to spread economic activity. For example, wananchi can use digital villages to trade shares at the stock exchange through the Nairobi Stock Exchange Wide Area Network," Dr Ndemo said.

"ICT can be used to capture 'live' data at the village level and aggregate it nationally. At the moment, the government uses estimated data. Availability of up-to-date data will enhance national planning and better decision making," the PS said.

Dr Ndemo challenged the students to think innovation. "Gov-

ernment is facilitating development of infrastructure. But government does not innovate," he said.

"ICT is opening many opportunities for enterprising minds. We are putting infrastructure in place. The next thing is content. We have very little local content. And this is where you come in as young entrepreneurs – to develop content," he said.

AIESEC Kenya launches 'Destination MDGs', a project on Education and ICT

The PS said that Kenyans are innovative but they lack confidence and thus don't take their innovations to the market.

"Although we should learn from others, we are also innovative. Kenyans have come up with 'mpesa' – a service used to send money using mobile telephony - for

example. And now, European mobile telephony companies are coming to study how local companies have implemented cross-border mobile telephony because it has not been done elsewhere," Dr Ndemo said.

The PS told the students that if they wanted to be successful, they have to challenge the status quo, which means embracing change. He observed that the youth are at an advantage when it came to embracing change and thinking innovation, because they have few inhibitions.



Dr Bitange Ndemo (right) with officials of AIESEC-Strathmore

Unilever presents Kshs 20,000 to Chancellor's award winner

Bernard Oketch Omondi, the winner of the 2006-2007 Academic year Chancellor's award was presented with a Kshs20,000 cheque by Unilever Limited at this year's Prize Giving Day held on Monday, 8th October 2007. Also, the top three undergraduate students in each faculty and the best performing students in the School of Accountancy (SOA) were awarded at the ceremony.

Speaking at the event, Vice Chancellor, Prof John Odhiambo, said he was happy to hear the top students were also active in co-curricular activities. "You are leaders of today, not tomorrow. If you find any university publication or the website reading that you are the leaders of tomorrow, delete it," he said.

"When you participate in the leadership of clubs and sports, you sharpen your creativity because you exercise transformational leadership. This exposure prepares you to be leaders in the market and lead the market," he continued.

Talking about academic achievements, the VC said those

being awarded had broken the old standards. "At SU, we are always setting new standards. We don't limit the number of people who get the first class honors as long as they deserve it, for example. Your achievement today is historic and will be recorded in the annals of history," he said.

The VC's sentiments were echoed by Mumbi Kyalo, Unilever's Corporate Relations Manager who said SU is synonymous with quality. "What comes to my mind whenever SU is mentioned is quality," she said.

"SU sits well with our mission at Unilever which is to add vitality to life. We want to be associated with winners like the ones being awarded today," she added.

She said it would be good to have students attending such functions even if they are not being awarded so that they can be inspired to challenge for the awards. "I am also happy to see that many female students were awarded today," she said.

Out of 18 students in top three positions in the faculties, 11 were female. Mumbi said Unilever would come to talk about



Award winner Paul Mutangili of School of Accountancy receives his prize from Mr Patrick Shabaya, the Academic Registrar



Mumbi Kyalo, Unilever's Corporate Affairs Manager presents a cheque of Kshs 20,000 to Bernard Omondi, the Chancellor's award winner academic year 2006-2007

SU's first black belt

Strathmore University Karate Team participated in a joint training and grading session on Saturday, 1st December 2007 at Parkland Sports Club organized by the Japan Karate Association - Kenya (JKA-K). Three SU Karatekas, Stephen Rigii, Bernard Shibwabo and John Mwangi, participated in the grading exercise presided over by JKA-K officials.

The grading was successful for the three as Stephen Rigii attained a 1st Dan Black Belt, Bernard Shibwabo was awarded 2nd Kyu Brown Belt and John Mwangi a 3rd Kyu Brown Belt. It was a historic day as Stephen Rigii became the first ever black belt from Strathmore University.

The SU Karate Team trains on Monday to Wednesday and Friday from 4:30 to 6:30pm at the Auditorium Basement. The JKA-K is an affiliate member of the Japan Karate Association (JKA) based in Japan. JKA is the largest karate organization in the world and is recognized as the custodian of traditional karate.



Stephen Rigii

SU ladies the new Nairobi Basketball champs



Strathmore University basketball team, better known as "Swords", are the newly-crowned Nairobi Basketball Association (NBA) champions. This means they have been promoted to the national premier league.

The Swords achieved the feat on 1st Dec 2007, when they beat the seasoned Predators in a final that was played in a best of 3 format. Swords beat Predators in the first game 46 - 43 on 24th November. They lost the second game 60 - 37 the following day.

In the final and deciding match, SU won 17 - 14 in the 1st quarter, tied 11 all in the 2nd quarter, trailed 05 - 10 in the 3rd quarter and finally beat won 13 - 06 in the fourth.

Lynnette Mukiri scored 18 points, Esther Nyakwaka scored 9, Beryl Amayo scored 9 and Hellen Akuno scored 6 points. For their good performance, two Swords players got personal awards. Beryl Amayo was voted the Most Defensive Player; and the envy of all was Lynnette Mukiri, who bagged Most Valuable Player.

Left: The new NBA champions: SU ladies basketball team

Top Brazilian coach holds soccer clinic in SU

Marcelo Galvao, a top level coach from Brazil held a two-day soccer clinic at Strathmore University. The clinic, held on 12th and 13th November, was followed by a two-day recruitment drive at the University grounds that was attended by coaches from various teams and institutions as well as students.

Marcelo said there is a lot of soccer talent in Kenya. He added that the only way to perform at top level sports was by nurturing talent through youth programmes that are well structured.

The Brazilian said that in order for Kenya to keep abreast with soccer on the world stage, Kenyan coaches and trainers should embrace current scientific methods of coaching. Marcelo is currently working with the Brazilian national team. He is a scout for Liverpool, Chelsea, Manchester United, and Reading football clubs.

Marcelo is also a trainer for Houston Baptist University in USA. He recruited several players to play in USA. Among them were SU's Michael Owiti,

Allan Onyango, Kevin Omondi and Leon Omondi.

Mickey Weche, a former Kenyan international and currently the Strathmore soccer coach, was delighted by the exercise and his players' performance during the trials. He noted that one player from SU, Duke Ogega, was already playing in the USA and adapting well in the division one league.



From left. SU's Mickey Weche, Bob Oyugi of KFF's Technical Department, and Marcelo Galvao at SU grounds

Weche was impressed by the experience Marcelo brought to the players as well as to the coaches who attended the clinic. Marcelo is a FIFA and UEFA certified coach. He plans to come back and run another clinic that will involve all the coaches in the country in the near future.

Isaac Mwangi, the University Sports Officer, said the clinic was a first major step towards improving the quality of coaches at SU as well as in the country, and helping students achieve academic and sporting excellence in line with the department's plan of promoting coaching education. He promised that the University will host more such clinics and seminars.

Bowing out: Ms Telaide retires



Ms Dorina Telaide

Miss Dorina Telaide, one of the longest serving members of staff left the University at the end of last year. Ms Telaide was member of staff of Kianda College staff who joined the then Strathmore College when the two institution merged in 1993.

She has held various positions in the University and before retiring, she was the Registrar, Administration. She was known in the University for her meticulous work that saw her colleagues vote her the staff member

who best represents quality. She is the only member of staff who has won the award. In December, the SU Digest editor put some questions to her.

Question: It is a surprise to hear you are retiring. I doubt most people anticipated you would be retiring any time soon. You still exude a lot of energy and recently were voted the icon of quality in SU, what drives you?

A: I am retiring from Strathmore because I think I have given what I can and now I need a change. I will come to visit as often as I can as part my heart is here.

What drives me? Well, I suppose I'm just doing my job which includes looking after the buildings and equipment. This is an important aspect of Strathmore. It is not only what the students are taught in class, but what the students and everybody who works or comes to Strathmore sees and uses. It is important that the place is clean, that things are in the right place and in good condition. I know that things are not 100% perfect, but we try to keep them as near to that as we can. And this requires that we be constantly looking out to see what has to be repaired or cleaned or just put in the right place.

St Josemaria Escriva, the Founder of Opus Dei, and the person who envisaged Strathmore University many years ago taught that we should do the ordinary things of every day extraordinarily well. And this is seen in all aspects of work and of life. As one walks around one can see things which need to be improved or cleaned, from picking up a piece of paper dropped on the floor to noticing that the cushions of a seat need to be stitched.

Q: You were born in Ethiopia, when did you come to Kenya?

A: Actually I was born in Eritrea, which at the time was part of Ethiopia. My parents came to Kenya when I was a toddler. I have lived in Kenya since then except for some short periods when I have been in Italy and in England. Kenya is home.

I went to school in Kenya, Loreto Convent, Valley Road , and then went to Kianda College where I met and joined

Opus Dei. After that I went to England when I studied Journalism and then back to Kenya .

Q: How long did you work at Kianda College and in what positions?

A: I worked in Kianda College for over 20 years, first as a teacher, then as the Vice Principal. I left in 1978 to work in other projects of Kianda Foundation, and then went back to Kianda College in 1990. At that time plans to merge with Strathmore College and move to Madaraka were in hand and I worked on that.

I enjoyed my time at Kianda College very much and made many friends among them Eva Beuttah and Beatrice Dimba who are working at SU. Actually, I taught Beatrice Dimba!

Q: You were involved in moving Kianda College to the Madaraka site. What was it like? How was the transition from Kianda College to SU?

A: The grounds on which Kianda College was built were also the location of Kianda School – the High School started in 1977 and the Primary School in 1989 . So we were getting short of space. Besides, the needs of the School children and those of the College students were different and Kianda Foundation thought that the time had come to move the College to another location and various possibilities were looked into. At the time, Strathmore College was based in Lavington, on the same grounds as Strathmore School and Strathmore College found itself in the same situation as Kianda College. Then Strathmore Education Trustees and Kianda Foundation decided to put the two Colleges together on the Madaraka campus.

Continued on next page



Miss Telaide checks out a laptop she was given at her farewell luncheon. Looking on are Ms Margaret Roche and Ms Fina Desouza

Continued from previous page

There was quite a lot of talk in Kianda about losing the name Kianda which had made history in Kenya. But we left the name behind for the School and became Strathmore, although for some years we had the words 'incorporating Kianda College' printed on our letter heads. I must confess it was difficult at first to accept the loss of the name, but I have become used to it...

The logistics of the move were planned in advance, but when the change actually took place it was very exciting and new. Up till then Kianda College had been a College for young ladies and Strathmore for young men – although they had women in the evening courses. The facilities and the needs at Kianda had been few – related to the number of students and staff, when we moved to Madaraka all this multiplied. I remember the impression of walking down corridors filled with students at lunchtime with some awe. The number of staff also increased and one had to get used to many more people and get to know them.

However, compared to what SU is now, in 1993 it was small. We had about 1500 students compared to the current 4000.

Q: Did you envision SU when you moved to Madaraka in 1992?

A: Well, people were talking about Strathmore University, but to me it seemed something very much in the future and I did not think I would still be here when it came about. And now it is a reality. This is due to the work of many people both in the University and in Kianda Foundation and Strathmore Educational Trust.

Q: You have been deeply involved in the development of SU. What is the biggest challenge you have faced since 1992?

A: The challenges have been many and varied. I think that the biggest have been getting used to the many changes that have taken place and to know how to fit in with all of them at the same time as we do not lose the original spirit and atmosphere of Strathmore, and from the point of view of my work – to stretch the facilities to meet the growing needs of the staff and students. The needs have grown faster than the physical facilities and sometimes it has required some acrobatics to fit in everyone and everything.

However, it has been a challenge which I have enjoyed. I really enjoy setting up a new area, buying furniture, thinking of the pictures and curtains, etc and even just moving furniture from one office to another.

“I would like to see SU grow ... but not lose its family atmosphere. I would like to see the students enjoy the best academic standard, and develop humanly and spiritually”

Q: What is your vision of SU? Where would you like to see it in 20 years time?

A: I would like to see SU grow as much as it can, being the entrepreneurial university, a leader in the region and in Africa, as Professor Odhiambo always tells us he envisages SU. At the same time I would not like it to lose its family atmosphere and that the Staff continues to know and help each other, not become impersonal. As for the students, I would like to see them receiving the best academic standards possible at the same time as each one is helped to develop as a person, humanly and spiritually. In the current society young people face many challenges and they need a lot of help to form their character and to have strong principles on which to base their behaviour. Strathmore gives them this and will continue to do so.

Q: What will you do in your retirement?

A: I will do consultancy work in the area of interior design, and continue with some other jobs and interests I have.

East Africa's, Kenya's and Strathmore University's finest passes on

Eric Inyanje Shiahale the Strathmore University's Gladiators (Men's Hockey Team) coach died on Saturday, 12th January 2008 following complications arising from kidney malfunction.

Eric, who has been the coach for the Gladiators since 2004, won all that was to be won in Hockey both in Kenya and in East Africa. He led the Gladiators to winning the Men's National Hockey League title in 2006 and subsequently the East Africa Club Hockey Championship in Moshi, Tanzania in March 2007.

In 2008 he was hoping to win the Kenya Hockey Premier League title and thus represent Kenya in the Africa Hockey Club Championship to be held in Johannesburg in December.



Eric Shiahale

Eric, a General Service Unit Officer, was also the coach of the Strathmore University ladies hockey team, and the coach of Kenya Under-18 Hockey Team.

Key highlights of his career:

- Led Strathmore University to be the first University to win the East Africa Club Hockey Championship,
- Led Strathmore University in its maiden season in the national hockey league and won the league without losing a match. The team conceded only one goal in the entire season.
- Nine of Strathmore's hockey team were called up to the national men's hockey team.

Eric is survived by his wife and son.

SU now a Microsoft IT Academy

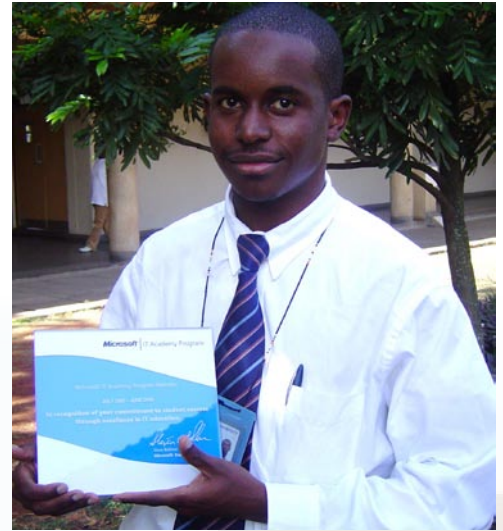
In recognition of its commitment to the success of its students through excellence in IT education, Strathmore University has been named a member of the Microsoft IT academy program.

Under the program, SU students can access and install Microsoft software at no charge. Students will also enjoy discounted rates to sit Microsoft Certification exams. They will also have access to Microsoft learning material.

Other benefits of the program include access to Microsoft's extensive e-learning portfolio, which includes games, videos, and interactive text to help students master skills and provide instructors with ongoing professional development opportunities. Microsoft has so far sponsored four University instructors in training for Visual C#.Net.

More information about the Microsoft IT Academy program can be found at <http://www.microsoft.com/education/MSITAcademy/default.aspx>

Right: John Matogo holding a plaque from Microsoft showing SU is a Microsoft IT Academy



New Members of the FIT Family



Mr. Melvin Ballera

In a quest to strengthen the Faculty of Information Technology (FIT) teaching staff, Dr Freddie Acosta, the newly appointed Academic and Research Director of FIT visited Philippines, his home country to look for young and talented lecturers last month.

Mr Melvin Ballera, a lecturer from the Philippines who is in his final year of his PhD in Computer Science (Artificial Intelligence) has recently joined

SU. Mr Ballera holds a BSc in Computer Engineering and a MSc in Computer Science. He is also a Microsoft Certified Professional and a CISCO Instructor.

The 30 year old is teaching core computer science subjects such as Artificial Intelligence, Operating Systems, Networking, Discrete Mathematics, Data Structures and Design and Analysis of Algorithms.

Recent additions to the FIT family include Dr Stephen Kimani and Dr Joseph Wafula, two new part-time lecturers

who are on board to boost the Masters classes.

"In addition to a relevant IT curriculum and excellent facilities, we need good and competent lecturers in order to provide quality education. We are also preparing to offer new degree programmes," Dr Acosta said in an interview.

Dr Acosta is also hoping to interest two more lecturers from the Philippines in 2009. One is Mr George Villa who is about to complete his PhD in Software Engineering. Mr Villa has a BSc in Information and Computer Science and an MBA in Business Technologies. He has an extensive knowledge and experience in system development especially Academic Management Systems.

The other is Ms Lolita Layugan who is finishing her PhD in Internet Technologies. Ms Layugan has a BSc in Information and Computer Science and an MSc in IT. Ms. Layugan is a versatile lecturer and teaches Java, Oracle and Cisco.

"What we need are lecturers who are not only experts in their respective discipline, but also equipped with knowledge in teaching methodologies, psychology and philosophy of education," Dr Acosta said.

The state of knowledge management in Kenya

Mr Nicodemus Maingi, a lecturer in the Faculty of Information Technology (FIT) presented a paper at Polytechnic of Namibia (Namibia's University of Science and Technology) 5th international conference in Windhoek. The theme of the conference held on 24th and 25th October was entrepreneurship and emerging economies.

Mr Maingi's paper was titled "Knowledge Management in a competitive economy: the Knowledge Management Readiness Score (KMRS)". Knowledge Management is the process of creating value from an organization's intangible assets such as human, structural and customer capital.





Left: Spanish Club attends Thanks Giving Day

Members of SU Spanish Club (El Club del Espanol) before leaving for the el dia de gracia (Thanks Giving Day) held at USIU on 22nd November. The function was organized by the Association of Spanish Teachers (ATS) to celebrate the growth of Spanish in Kenya

Below: SOA students visit lecturer

John and Lydia play with a calf at the rural home of their lecturer Joseph Kimemia, when the inaugural class of CPA Section V full-time visited the lecturer's rural home at the end of the semester.



Left: Dinosaur's skull

In November, the University received a fiberglass replica cast of a full-sized skull of an adult Tyrannosaurus rex dinosaur from Penn State University. Shipped with the skull were 24, 390 books from Strathmore University Foundation (SUF). The work of collecting the books and shipping them was mainly coordinated by SUF's Director Tom Pyle, and a friend of SU Andrew Sicree

Right: Alumnus ordained Deacon

Charles Wanyoike Mundia was ordained deacon on 24th November in Rome by the Prelate of Opus Dei, Bishop Javier Eschevarria. Deacon Charles was admitted to pursue CPA in Strathmore's School of Accountancy (SOA) in January 1997. He joined University of Nairobi in 1998 to pursue a Bachelor of Commerce degree. At the same time, he continued his CPA studies. He graduated from SU in 2002.



Below: Youth complete Business Course

17 youth from Madaraka and Kibera completed a two-week business course organized by the Community Outreach Programme (COP). The course ran from 29th October to 10th November. It covered time management, communication skills, business plan, feasibility study, accounting skills, business registration, ethics and end-user ICT skills.



NEWS IN PICTURES

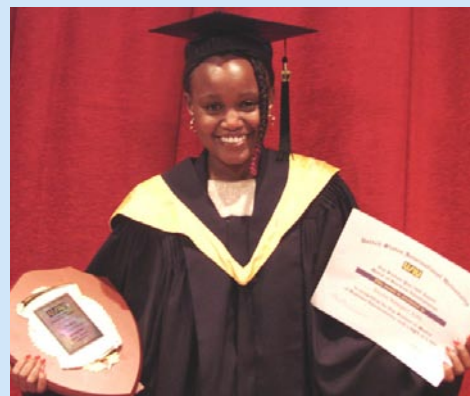


Right: End of Year Staff Party

A light moment at the staff end of year party held at Nairobi Mamba Village on 14th December. Foreground (from left) Prof Gitile Naituli, Mr Josphat Manani and Miss Roseline Lubulellah.

Below: SWAMI's 5th graduation held

The 5th Strathmore-WOCCU African Management Institute (SWAMI) graduation ceremony was held on Saturday, 10th November at Strathmore University. 20 Savings and Credit Co-Operative (SACCO) professionals and eight board members from seven African countries graduated at the ceremony.



Top: Lecturer emerges best in her class

Miss Susan Kibe, a lecturer in the School of Accountancy (SOA) was the best student in the United States International University MBA class this year. The Director of SOA, Mr George Kairu says her achievement is testament to the high quality of SOA's faculty.

Right: 2007 Christmas Concert

Members of Safari Band Alex, Frank, Sam, and Julie perform in new attire and with equipment at the 2007 Christmas Concert on 10th December 2007



Top: Shrine Dedicated

Worshippers say the rosary outside the Shrine of the Holy Family in the precincts of the University on the feast of Immaculate Conception on 8th December. The Shrine was dedicated by Monsignor Albert Pampillon, the Vicar of Opus Dei in East Africa, shortly after the rosary



Left: Hockey team visit Children's Home

After a very successful year, the men's hockey team, the Gladiators, visited Mama Ngina Children's home in Nairobi's South C as an act of gratitude. The team gave the home Christmas gifts and spent some time with the children at the home.