



UNIVERSITY OF NAIROBI

# VARSAITY FOCUS

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A General Information Sheet from the Vice-Chancellor

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## 1. STAFF MATTERS

### 1.1 New Appointments

<u>Name</u>	<u>Designation</u>	<u>Department</u>
Mr. G. Kariuki	Res. Fellow	H.R.D.U.
Prof. O. Ogunfowora	Visiting Prof.	Agric. Economics
Mr. O. Ooko-Ombaka	Lecturer	Public Law
Miss Z. Devji	Junior Res. Fellow	H.R.D.U.
Mr. M.M. Wanyoike	Lecturer	Animal Production
Mr. F.M. Kiruhi	Lecturer (Radio)	Inst. of Adult St.
Prof. P. Lenz	Professor	Dental Surgery
Mr. S.K. Arap Koske	Lecturer	Chemistry
Mr. N.G. Kaheru	Graduate Res. Asst.	I.C.S.
Prof. J.F. Bone	Visiting Prof.	Vet. Anatomy
Prof. P. Alper	Visiting Prof.	Management Science

### 1.2 Re-Appointments

Dr. A. Williams	Lecturer	Food Sc. & Tech.
Dr. W. Kofi-Tsekpo	Senior Lecturer	Pharmacy
Dr. S. Talalaj	Visiting Prof.	Pharmacy
Dr. S.W. Acuda	Senior Lecturer	Psychiatry
Dr. J. Dar	Senior Lecturer	Surgery
Dr. J.M. Molepo	Lecturer	Chemistry
Mr. S. Rajan	Lecturer	Mechanical Eng.
Mr. F.W. Aduol	Tutorial Fellow	Surveying & Photogrammetry

### 1.3 Promotions

Dr. T.S. Rangan	Senior Lecturer	Botany
Dr. J.B. Oyieke	Lecturer	Obstetrics & Gynae.
Dr. W. Widdowson	Senior Lecturer	Botany
Dr. A.O. Obel	Senior Lecturer	Medicine
Mr. O.N. Gakuru	Tutorial Fellow	Sociology

### 1.4 Resignations

Mr. J.N. Namasake	Lecturer	Commercial Law
Dr. P.H. Nafstad	Associate Prof.	Vet. Anatomy
Mr. D. Devaris	Senior Lecturer	Architecture
Miss M.L. Amoth	Tutorial Fellow	Food Sc. & Tech.
Mr. M. Muturi	Lecturer	Economics
Mr. B.K. Kapoor	Senior Lecturer	Architecture
Mr. M. Karanja	Tutorial Fellow	Architecture



## 1.5 Expiry of Contracts

Dr. J.K. Patnaik	Lecturer	Meteorology
Dr. J.F. Calder	Senior Lecturer	Diagnostic Radiology
Mr. A.A. Strain	Associate Prof.	Business Admin.
Dr. W.P. Pereira	Lecturer	Chemistry
Mr. J.M. Kinyua	Tutorial Fellow	Economics
Prof. C.M. Eastman	Associate Prof.	Linguistics & African Langs.
Dr. J.D. Newton	Associate Prof.	Accounting
Dr. M. Malone	Senior Lecturer	Community Health.

### 1.6.1 Dr. Mary Kagwa ( New Appointment)

Dr. Mary Kagwa has been appointed as a lecturer in the Department of Dental Surgery. Born in Uganda, Dr. Kagwa obtained a BSc. degree from Howard University in 1956, and DDS (Doctor of Dental Surgery) in 1960 from the same University. From 1960-62, she joined Guy's Hospital College of Dentistry in London and received L.D.S. and R.C.S. She later worked as a Government Dental Surgeon at Mulago Hospital before going into private practice from 1970-1976. Dr. Kagwa later was appointed as lecturer in the Department of Dental Surgery for 1½ years before resigning in September 1977 to join the University of Wales Dental School. Last year, she graduated and obtained an M.Sc.D. degree in Periodontology. Her major lines of interest are in Pediatric Dentistry, Periodontology and research programmes. She is a member of several dental associations.

### 1.6.2 Mr. S.M. Mutuli (Promotion)

Mr. S.M. Mutuli has been promoted to lecturer in the Department of Mechanical Engineering. He studied for his BSc. in Mechanical Engineering and MSc. at the University of Nairobi. His MSc. thesis is entitled "The Properties of Sisal Fibres and Sisal Fibre Reinforces Composite Materials". He has been a tutorial fellow in the Department and one of his papers entitled "The Potential of Sisal as a reinforcing fibre in cement base materials" has been published in the journal of Engineering Education and Research in Tropical Africa, (CEEMA).

### 1.6.3 Dr. R.S. Rangan (Promotion)

Dr. R.S. Rangan has been promoted to Senior lecturer in the Department of Botany. He attended the University of Mysore, Bangalore, India, where he obtained a B.Sc. degree in 1960, and an MSc. degree in 1961 and later attended University of Delhi where he obtained his PhD in 1966. Prior to joining the University of Nairobi in 1977, Dr. Rangan had worked for two years as a Research Plant Physiologist in the University of California, one year as Visiting Research Scientist, Twyford Laboratories in London,



seven years as a Senior Scientific Officer and Group Leader at the Bio-Organic Division, Bhabha Atomic Research Centre in India. His main areas of specialisation are in Experimental Plant Morphology and Embryology, plant morphogenesis, isolation and culture of plant protoplasts, biosynthetic potentials of plant tissue cultures, and clonal propagation of economically important plants. He has 27 research publications to his credit.

## 2. SEMINAR/WORKSHOP FOR SECRETARIES

The Institute of Adult Studies recently organised a 3-day workshop for 30 secretaries from 24th-26th July, 1980 at the Institute for Development Studies at the Main Campus. The workshop was aimed at improving secretarial services at the University. It was conducted by five members of staff from the Institute of Adult Studies. Although similar workshops have been organised before, the secretaries who attended this particular workshop had not had the opportunity to participate. It has been reported by both participants and organisers to have been an unforgettable experience.

The workshop focused on the following broad issues: the structure and operations of the University, the personal and public image of the secretary, creating a greater awareness of the secretary's powers and responsibilities. It offered an opportunity for the participants to share experiences and feelings at their places of work which included administrative and academic sections of the University. The Registrar, in introducing the workshop, stressed the importance of training and the significance of workshops of this kind.

The participants in sharing their experiences observed a common concern of frustration and boredom. Among the reasons given were lack of appreciation of their work on the part of the officers to whom they were attached; lack of opportunity to use their shorthand skills which the University insists on when they are recruited or promoted. A major source of frustration comes from the fact that officers do not inform secretaries of their whereabouts during office hours making it difficult, therefore, for them to offer the services they are expected to offer. Some secretaries from



academic departments wondered whether a system of sharing work with their colleagues when they may not be having so much work, could be worked out.

On a more positive note, the participants underlined their role in contributing to the success of the University. They were satisfied that improvement on their part in the following areas will create better working relationships and increase not only the efficiency but also the effectiveness of the institution. It is important to cultivate a sense of urgency to decide on priorities when there is more than one thing to be done, to be punctual and avoid absenting oneself from the place of work.

In the words of the participants themselves they saw themselves as the "ambassadors" of the University - the public relations officers who are the main contact point with both the internal and the external public. They resolved, therefore, that they should acquaint themselves with the operations of the whole University so as to be able to refer those seeking information to the right places.

UNITED NATIONS ECONOMIC COMMISSION FOR AFRICA -  
STAFF DEVELOPMENT/TRAINING OFFICERS WORKSHOP

The Institute of Adult Studies hosted a one month staff development and training officers seminar running from 13 July to 8 August, 1980. This was the third United Nations Economic Commission for Africa Workshop to be held at the Institute of Adult Studies at the Institute's Kikuyu Campus.

The Institute supplied the resource persons who were assisted by two lecturers from the Faculty of Commerce. Other visiting personnel included the Deputy Chief Economist, Ministry of Economic Planning and Development, an officer from UNEP and the Chief Manpower Development Section UN/ECA. The workshop was closed by the Vice-Chancellor

The participants in the workshop were drawn from 12 African countries which included Nigeria, Ghana, Sierra Leone, Liberia, Mozambique, Lesotho, Botswana, Ethiopia, Uganda, Tanzania, Zambia and Kenya. There were 27 participants in all, some of whom were senior manpower, training and administrative officers, personnel managers and analysts, senior assessors, Controller of Customs from Government departments and parastatal organisations.



In organising the workshop, the objectives were to make the participants become aware of the need for planned, regular, systematic personnel training in their organisations and to acquire skills and knowledge needed by manpower executives. Among them were training strategies, selection and appraisal of trainees, career planning, organisational analysis, manpower planning, leadership styles and communication.

At the end of the workshop, each of the participants developed and wrote a training policy for his organisation. The participants' evaluation of the workshop indicated that they had acquired the knowledge and drive essential to personnel training executives.

At the same time, the participants found the interaction between them and the resource personnel providing a rich learning experience.

In his closing address, the Vice-Chancellor appealed to the participants not to depend too heavily on planning models from industrialised nations but rather to work out means of educating the large numbers of young men and women who drop out of the formal education system as a way of developing the human resources of this continent. The participants, having reflected on their own jobs were in a better position to go back to their desks with an overall view of a continuous planning process and utilization of human resources, he added.

He hoped, that they will turn their attention to the urgent needs of their countries' manpower requirements as seen by themselves.

## DEPARTMENTAL ACTIVITIES

### 4.1 Institute of Computer Science

Prof. R.J.P. Scott, the Director of the Institute of Computer Science, recently participated in a one-day seminar on the University Administrative Systems. He gave a lecture on the computerisation of the University's administrative systems. The participants were presented with a copy of a paper entitled "The role of computer in a University in a developing country" written by Prof. Scott for the ODA Publication Overseas Universities in March 1979.



In his lecture Prof. Scott recalled that in May 1979, the University was presented with a new computer installation. The computer, an ICL 2950 comprises the main frame computer and terminals. The main-frame is installed at the Institute of Computer Science building at Chiromo. It is running all the programmes previously run on the old computer, but has more power and storage capacity. The terminals are installed in the Institute and in Room 101 in the former Education building on the main Campus. The terminals are visual display screens with key boards and remote printers. Data is being entered directly through the terminal keyboards and on "floppy" discs. The use of punched cards is expected to be phased out eventually.

At the moment, the Institute of Computer Science provides the University administration with data processing systems for Admissions, Nominal Roll, Postgraduate Nominal Roll, Examinations Registration, Transcripts and Payroll. Different versions of these administrative systems are also run for Kenyatta University College. Work on the implementation of a financial system is underway and the first aspects should be ready by now.

With the availability of visual display terminals that can be remotely linked to the new University computer, these systems can be revised to provide more useful output and linkage to each other. In order to initiate constructive discussion on these revisions, a short overview of each system is being prepared by the Institute of Computer Science, for distribution to all University staff involved with processing of records.

In the development plan for the Institute of Computer Science for the period 1979/83, it is envisaged that the following administrative systems will be implemented - financial control, estate management (housing and administration), registration (personnel records), bookshop (stock control), the Library (union list, book location information system and periodical control system), Vice-Chancellor's office (skills bank), manpower and training projection, student service scheme, external degree programme and KJSE correspondence programme.

Despite the installation of an up to date and more powerful computer with terminal facilities, there are some problems that the Institute faces. The first problem is due to the delay by Kenya



Posts and Telecommunications Corporation to acquire modems for telephone subscribers. To be able to use a terminal connected to a computer using a telephone line, a pair of modems (modulator demodulator) are required and the exclusive supplier in Kenya is Kenya Posts and Telecommunications. Until modems are available, the remote terminal at the Faculty of Engineering, Institute for Development Studies, Finance Office, Registrar's Office, Kabete Campus, Kenyatta Hospital Campus and Kenyatta University College cannot be connected. In addition, the latter three remote sites require direct telephone lines available for exclusive use of the computer link.

The other major problem preventing rapid development of new administrative data processing systems for the University is the recruitment and retention of suitably qualified and experienced personnel. Kenyans trained through the Institute's staff training programme often find more lucrative jobs in the private sector. The Institute has now taken a different strategy to offset this problem. The problems of staff recruitment and retention have been dealt with in the long term development plan.

Meanwhile, the Institute of Computer Science has offered to mount in-service computer and data processing appreciation courses for the University administrative staff.

#### 4.2 Department of Agricultural Economics

Miss S. Minae from the Department of Agricultural Economics in the Faculty of Agriculture recently attended a symposium in Egypt organised by the University of Alexandria and the Association of Faculties of Agriculture in Africa (AFAA). The symposium was financed by AFAA and FAO and its theme was "The Role of Faculties of Agriculture in Extension and Rural Development".

The major task of the workshop was to establish what role the faculties of Agriculture play in extension services, and to come up with recommendations on how best the faculties could enhance provision of extension services.

The symposium was attended by representatives from several African countries. Amongst the major topics discussed in the symposium were the present situation as regards to training, research and extension services in faculties



of Agriculture. Secondly, discussions on the present situation in Ministries of Agriculture were held in addition to examining the present research situation in the various research institutions and their relationship with the Ministries and Faculties of Agriculture.

The general consensus amongst the participants was that the major role of the Faculties of Agriculture is the training of extension agents on a mass scale. The meeting also underlined the need for improved linkages between the various institutions involved in agricultural extension work and the need for greater coordination of their training programmes and research. It also underscored the need for the faculties of Agriculture to play a more dynamic role in extension services.

Miss Minae presented a paper entitled "Bureaucracy Structure and Organisation of Extension Systems - A case study of Kenya Agricultural Extension System". In this paper, Miss Minae argues amongst other things, that "the present agricultural extension system in Kenya is based on the British Colonial model which Kenya inherited from the British after independence". Apart from pointing out the positive changes that have been made in the post-independence era, she also indicates shortcomings and makes several recommendations to improve the system.

Amongst her main recommendations are:

- a reorganisation of the present structure so that more trained staff can teach the producers.
- decentralisation to allow greater participation of extension staff and local people in planning, in addition to reducing the present red tape where one has to go through the whole bureaucratic links before any new program can be implemented.
- A change of the unilateral approach and haphazard system of priority setting by implementing programs which are congruent to local needs and national goals.
- Introduction of integrated rural projects, increasing coordination in the field and emphasizing use of local resources.



### 4.3 Department of Diagnostic Radiology

Dr. N. Tole of the Department of Diagnostic Radiology recently attended an international training course on Nuclear Materials Accountability and control for Safeguards purposes in Santa Fe, New Mexico, USA. The course was organised by the International Atomic Energy (IAEA) in conjunction with the United States Department of Energy and coordinated by the Los Alamos Scientific Laboratory of the University of California. The course aimed at providing practical training in the design, implementation and operation of national systems of nuclear materials accountability and control that satisfy both national and international safeguards objectives.

The Faculty of Engineering has already started a programme related to the use of nuclear materials. Further collaboration between various departments engaged in research in this can be undertaken in an interdisciplinary forum to include, inter alia, those that are competent in international nuclear legislation.

### 4.4 Department of Architecture

- Enkarau Village Project: Housing Development for a Maasai Community of the Kajiado District.

Following an invitation by the Council for Human Ecology - Kenya (CHEK), the Department of Architecture looked into the possibility of developing the present housing conditions of Maasai Community, which is in the process of settling down on a more permanent basis.

A competition, open to all architectural and planning students, had been organised in May 1979. However, due to the high pressure at the end of the academic year, only three students of the then 2nd year in Architecture took part, to be later joined by the only Maasai student of the school.

The basic idea of the Department's involvement is to identify the actual requirements of the Community, to find a potential solution to the needs of the people, to train members of the group in basic building technologies - to be undertaken by the Village Technology Unit at Karen, and finally to erect one or two prototype structures, for which funds have still to be made available. However, the main initiative has to come from the Community itself, as well as the funding for the finally approved individual structures.

To obtain the necessary background information, several Maasai settlements have been visited, the cost of which has been mainly met out of the