

Roles and Expectations of the Champions


GROUP WORK (17/09/2013)

Basic Issues: Integrity

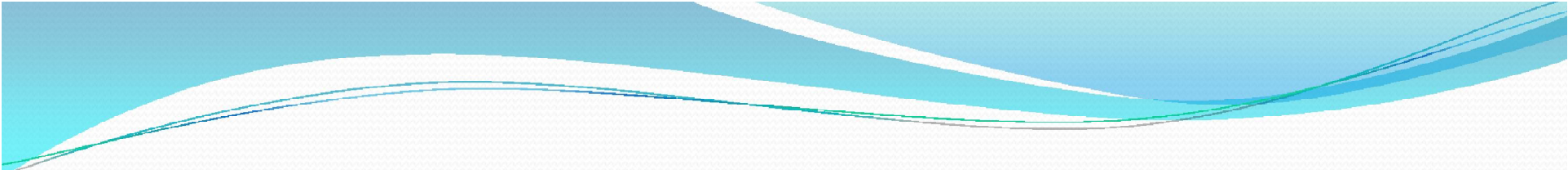
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What are the roles of the Constitution Champions within the University of Nairobi?

- Ensure that the vision and ideal of the University are carried through.
- Sensitized others who have not had the opportunity, on the constitution, at our place of work and within our communities.
- Ensure that the constitution is implemented, because we are the custodians of it.
- Understand the constitution clearly before we go out there. Internalize it completely.

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- Be responsible for protecting the constitution.
 - Influence in terms of policies
 - Report the progress of the implementation
 - Give the champions a title:
Suggested name be - Constitution and Integrity champions.
 - Be change agents in terms of ensuring that the constitution is implemented.

- Be role models
- Point out any inconsistencies in the implementation of the constitution
- Lead from the front.
- The UoN policies be in tandem with the Constitution.
- Ensure that the Constitution is part of our agenda in all University meetings.
- Appoint Thematic Heads in the sections to be trained in the implementation.


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- Provide feedback on the areas that we feel the University management need to address.
 - Plan period sensitization campaigns based on the constitution and pass it to the team members/champions so as to demystify some of the notions.

What do we expect of the Constitution Champions as they play these roles?

- Passion, interest, vigour, boldness, transparency, knowledge, courage, self control and teamplayer.
- Need to be role models to the rest of the community.
- We should be non-partisan in the implementation.
- Commitment of time and sacrifice of self.
- Indepth knowledge of the constitution.


What do the Constitution Champions expect of the University of Nairobi?


- Providing adequate copies of the constitution to staff and students.
- University to give the mandate to the champions to cascade what has been learnt to all staff and students.
- University should give support so that the process is successful.
- Protection, facilitation from the University management.
- UoN to take action on the recommendation of the champions.


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- Forums for sensitization and continuous process of sensitization.
 - University to align its policies with that of the constitution.
 - The tenure of the championship to be defined.
 - Funding of other workshops and seminars as a follow up of the implementation.

What do we monitor and evaluate the performance of the roles and of the expectations on both sides?

- University to define the role of the champions.
- Co-ordination of the UoN in terms of calendar events.
- UoN should anchor the implementation as a core unit under common course.
- Appreciation and recognition of the champions.
- Creation of the resources to carry out.
- Policies to ensure that the implementation process gets to all university community for students, introduce it at a course.

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- Policies on disability has not been carried out
 - Representation of the disabled is lacking among the student bodies.
 - Provision of materials, e.g. The blind cannot use the materials supplied in this workshop.
 - In the halls, there is no provision for disability.
 - Devolution of funds has not been done in SONU to take care of the disabled.
 - Article 54 of the Constitution has not been carried out in the University.

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- Terms of Reference for the champions to be given.
 - UoN Management and community should walk the talk.
 - Management to ensure irregularities are reduced like exam cheating in terms of addition of Lecture/student ratio.
 - Set targets that are measurable.
 - Do a survey on the process, success and failures.
 - Carry random checks for the process
 - Motivate the champions and give them moral support.

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- Motivate the champions and give them moral support.
 - Open a website for the champions to be in touch.
 - Feedback framework and timelines.
 - Quality and standards should be established.
 - Forum of champions to get feedbacks.

- Student disciplinary cases to be looked into afresh and changing it to be in tandem with the constitution.
- Students with disability be given an better vehicle because the vehicle they have is in bad condition, so that the role of the champion who have disability are not disadvantaged.
- The process be captured in the strategic plan and PCs.
- Formation of technical groups that shall sustain the RRI constitution champion team.