REMARKS BY THE CHAIR OF COUNCIL, UNIVERSITY OF NAIROBI, PROF. JULIA OJIAMBO DURING THE 2018 DISTINGUISHED LONG SERVICE AND PERFORMANCE AWARDS CEREMONY HELD ON FRIDAY, DECEMBER 14, 2018 IN TAIFA HALL AT 9.00 A.M.
• Vice Chancellor, University of Nairobi, Prof. Peter M.F. Mbithi
• Deputy Vice Chancellors,
• College Principals,
• Other members of staff,
• Invited guests
• Ladies and gentlemen
Good morning,

Welcome to our Staff Award Ceremony.

Today, I am grateful that we have gathered here to celebrate our first ever Staff Award Presentation Ceremony. The reason for this ceremony is to boost your commitment to efficiency in exceptional service delivery and facilitate your personal career satisfaction and development. Such events present a chance for recognition of the important part that individual efforts play to our overall goals and direction as a University.
The council has provided adequate resources to inspire your performance as staff members and intends to make this an annual Ceremony.

Dear members,

In this ceremony, we are all winners. This ceremony is meant to congratulate and celebrate our achievements as a team. Much as we will acknowledge a few Colleges, Units and awardees, I strongly recognize the accomplishments of each one of you. I do agree that every other employee would have been worthy of this recognition yet you were noble enough to support our
awardees today. For sure, it takes two flints to make a fire. Phil Jackson, an American professional basketball player and coach, once said that “The strength of each member is the team”.

The award of various units and outstanding individuals is merit-based. It is supported by the University of Nairobi’s Core Values as its pillars. The core values are; Freedom of thought and expression, Innovativeness and creativity, Good corporate governance, integrity, transparency and accountability, Team spirit and teamwork, Professionalism, Quality customer service,
Responsible corporate citizenship and Respect for and conservation of the environment. Our core values enable us to create the best environment for career growth and development to our employees and, sequentially, provide quality university education and training to the Kenyan people and the global community.

Besides that, results-based management and performance contract assessments have had some significant input in our efforts to identify outstanding units.
In such a large-scale institution, they are important because they place a strong foundation on inclusiveness, clearly defined accountability for results and require monitoring and self-assessment of progress towards results, including reporting on performance.

Dear members,

I encourage you to uphold the spirit of being good employees who always meet assignment deadlines and demonstrate strong work ethics. We need to show the initiative of going above and beyond the tasks that we have been assigned, take advantage of training
opportunities to learn new skills, and take constructive criticism gracefully. Particularly when it concerns our work performance. Constructive criticism can give some good ideas about what people expect from us and are an indicator that our good performance has room to improve further.

Our University is perceived as a repository and generator of knowledge. Let us invest in our University in terms of generating funding for our teaching and research projects. This translates into producing highly skilled graduates that contribute to the economy as
well as research that leads on to innovation and develops our economy. We all have an obligation of equipping graduates so that they can obtain viable skills to our human capital. All these can best be achieved if we place more focus on customer service, research, innovation and publishing.

I wish to congratulate our researchers who endeavour to attract funding through major research projects. It is a truly encouraging feat. As accomplished researchers, I urge you to take a special interest in mentoring other up-and-coming researchers so that they too, may grow
into successful researchers. Please offer solid support and encouragement to them.

In a similar vein, I would like to offer my heartfelt thanks to the long-serving members of staff. The University sincerely appreciates your commitment and endurance. You are a symbol of loyalty and a genuine sense of belonging.

Your continuous contribution towards the growth and respect that we now enjoy as a University is nothing less than a mark of your passion, dedication and
perseverance. Even though your time to exit keeps drawing nearer, please embrace your retirement as any other normal transition process in the career growth chain. For us, we will never forget you and the wonderful job that you have done and continue to do.

I hope that you will mentor and set a model to other colleagues. Furthermore, I urge you to join our alumni and actively participate in other University fundraising and charity activities.
Congratulations to those that are receiving the awards today and let me wish all of you a happy and a prosperous Staff Award Ceremony!

PROF. JULIA OJIAMBO
CHAIR OF COUNCIL,
UNIVERSITY OF NAIROBI