

THE DAYSTAR UNIVERSITY WEEKLY

infospot

JULY 2016 / ISSUE 25

Best Performing & Long Serving Employees Feted



The most outstanding employee, Dr Samson Obwa had to come back from retirement to receive his award

The ICT theatre was beaming with life on 18 July 2016 as the University faculty and staff congregated to witness the awarding of the best performing and the long serving employees of the University.

The employees were honored in two categories: the traditional awarding of employees who have been in service for over 5 years, and the second, the highlight of the day, was the honoring of the best performing employees of the University, which saw seventy seven faculty and staff honored, for the very first time in the history of Daystar, for their exemplary service to the University. The event was organized by the Human Resource department.

Speaking during the ceremony the Vice-chancellor Dr. Timothy Wachira could not hide his joy because of the milestone achieved by the University; the awarding of the best performing employees. "At least we shall now be awarding good performance," said Dr. Wachira adding that when he first came to Daystar he longed

to see the day when the University would award performance as opposed to many years of service. He congratulated Dr. Samson Obwa, a retired faculty who came back to receive his award, and further highlighted that the exercise was not a competition but rather employees competing against their own performance. Dr. Wachira was also awarded for his dedicated service for 5 years.

Echoing the Vice-chancellor, the DVC F&A Mr. Jomo Gatundu said the employees were chasing their own targets. "It is how you tackle the course that gets you the prize; if you stay focused you will get there" he advised. The Chair, Performance Management and Validation Committee, (PMVC) Dr. Martha Kiarie gave the benchmark that guided the exercise: compliance, midyear and end year performance appraisal scores, evidence of performance and substance—evidence based on performance, Chapel and Small Group attendance, and involvement in mentorship programme among others. The staff were informed that as the culture of performance management gets



Rose Mwangi and Hellen Ogodo cut the cake as Dr. Martha Kiarie (left) and Dr. Samson Obwa (right) look on.

entrenched in the University, the next step would be the use of Scorecard Based Validation to identify the very best performance based on substance - KPIs.

“Do your best in the area of your calling so that even if no one sees, God will be glorified” said Mr. Muia, the Human Resource Manager. He revealed that the performance management contracting began in 2011 and said there is a committee in place that looks at the performance, and chooses who to award, using a set criteria. Quoting Ecclesiastics 9:10, Assistant Chaplain Rev Josphat Musili said pursuit of excellence is a goal and a mark of maturity. “As we desire to grow we should have the right goal and attitude,” he said adding that God recognizes excellence in us.

Speaking on behalf of the recipients of the best performing employees awards, Dr. Samson Obwa reminisced his 17 years of service at Daystar saying that, of all the institutions he has worked,

Daystar was the best. He particularly appreciated the medical cover for his family and tuition waiver for his wife and daughter. Quoting Colossians 1:17, Dr. Obwa called on the faculty and staff to embrace hard work, faithfulness and thankfulness to God as they serve at Daystar. Hellen Ogodo, who was also honored for best performance, appreciated the role Daystar University has played in her spiritual, academic and career growth. Recounting how she rose from a Cleaner to Senior Customer Care Assistant; about to graduate with a master’s degree, Hellen credits her success to God and Daystar University.

The ceremony culminated with the cutting of the cake, which was conducted by Mrs. Hellen Ogodo, Dr. Samson Obwa and Dr. Martha Kiarie. Faculty and staff were also treated to lunch, courtesy of Human Resource office.

They had this to say:

The Most Outstanding Employee – Dr. Samson Obwa

This is the grand finale of my nearly 17 years of service at Daystar. In 1995, Prof. Kombo invited me to teach some ICMT short courses as a part-time lecturer. Little did I know that by December 1996 I would be employed as the Director of ICMT (now ILPD). After a short break of three years, I came back to Daystar as a Senior Lecturer in the Faculty of Postgraduate Studies, and later, the School of Arts and Humanities.



Upon my retirement, and having been paid my final dues, I thought I was done with Daystar. What a pleasant surprise it was to get two phone calls: one from Martin Koech asking me to submit my bank details, and the other from Benson Mwangi, inviting me to come and receive my award.

I fondly think of Daystar; indeed, it is the place to be. The university is a good employer with conducive atmosphere for studies, and for lecturers and staff to work. As a lecturer, I had a reasonably well-equipped office, my salary was paid promptly and the provident fund contributions jointly by the University and me ensured I would not retire a pauper or mendicant. My narration would be incomplete if I forgot the two very helpful benefits I and my family enjoyed; the medical insurance cover for my family and the tuition waiver for my wife and daughter.

In retrospect, I deeply cherished the early morning meetings with my students; on academic matters or personal concerns, and my interactions with students both in the classroom and in the Bible study sessions. I miss them already, but life must go on.

I have one misgiving however; I joined Daystar as a senior lecturer and left as a senior lecturer. I do not wish to blame anyone; the fault was entirely mine. I failed to balance my teaching and mentoring with venturing into research and publishing, notwithstanding the provisions put in place by the University. If I had done the latter, I would not only have been promoted to the next level but also become a more accomplished lecturer and scholar. As Prof. Bukenya said of the late Prof. Ali Mazrui, "Scholarly greatness is never achieved through scattered attention. Single-minded and totally selfless pursuit of knowledge, for its own sake is what makes the Mazruis of this world." (Sat. Nation, July 16, 2016).

Nonetheless, I have an obligation to thank God for enabling me to serve at Daystar. Two Scripture portions guided me in this endeavor: Ecc. 9:10: "Whatever your hand finds to do, do it with all your might..." And, Col. 3:17: "And whatever you do in word or deed, do it all in the name of the Lord Jesus, giving thanks to God the Father through Him."

Long live Daystar, long live the vision and mission of Daystar to the glory of God.

Ms. Rose Mwangi - 25 Years Long Service



I am happy to have worked for Daystar University for a long time. The competitive academic environment challenged me to study; I am currently working on my PhD. May the Lord be praised.

God bless Daystar.

Mr. Henry Mwakazi - 5 Years of Service

I'm grateful to be the recipient of this award. Indeed this far it's been God's hand at work. I give all the glory to Him.

I'm especially grateful to amazing people whose support is the reason we are celebrating today: the Management Board and the entire Daystar community for creating an enabling work environment. I'm especially indebted to the Vice-chancellor, the Deputy Vice-chancellors, Human Resource Manager, University Librarian, Deputy University Librarian, Mr. Peter Masindano (Former Coordinator Mombasa Campus) and the entire Management Board. I also wish to thank all my colleagues who worked with me in Mombasa Campus for three



years, and the current team in both Athi River and Nairobi Campuses for their love and support. I have learnt a great deal from these great people through interactions in our day to day activities. Truly as the saying goes, 'iron sharpens iron;' I have been sharpened by you dear friends and colleagues.

Our work is far from over, but what we have accomplished together in five years has made a difference in thousands of people's lives. I

appeal to all of us to roll up our sleeves and continue this journey with more dedication and enthusiasm. Finally, as Archbishop Desmond Tutu said: "Do your little bit of good where you are; it is those little bits of good put together that overwhelm the world."

Mr. Patrick Dalizo - 5 Years of Service

"Choose to dwell on thoughts that empower you, inspire you and encourage you; thoughts that give you faith, hope and joy. If you'll keep your mind filled with the right thoughts, there won't be room for wrong thoughts".

Baraka and God bless Daystar University"



NOTICE FROM FINANCE DEPARTMENT

STOCK TAKING EXERCISE

This is to inform you all that there will be a stock taking exercise on Friday 29th July 2016.

This day the stores will be closed for the smooth running of the exercise. Anyone wishing to request for any stock item is advised to do so before 28th July, 2016.

Finance offices will be closed on this day in order to carry out the exercise. Staffs are advised to transact any pending issues with the department before 29th July 2016 to avoid any inconveniences.



LIBRARY UPDATES

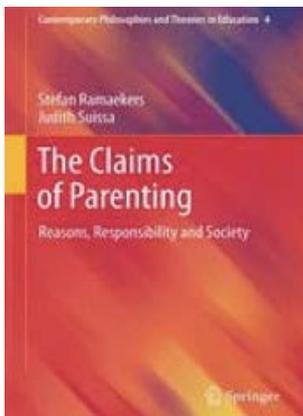


PARENTING BOOKS AVAILABLE ONLINE

Mindful Parenting: A Guide for Mental Health Practitioners 2014th Edition by Susan Bögels & Kathleen Restifo.

Despite its inherent joys, the challenges of parenting can produce considerable stress. These challenges multiply and the quality of parenting suffers when a parent or child has mental health issues, or when parents are in conflict. Even under optimal circumstances, the constant changes as children develop can tax parents' inner resources, often undoing the best intentions and parenting courses. Mindful Parenting: A Guide for Mental Health Practitioners offers an evidence-based, eight week structured mindfulness training program for parents with lasting benefits for parents and their children.

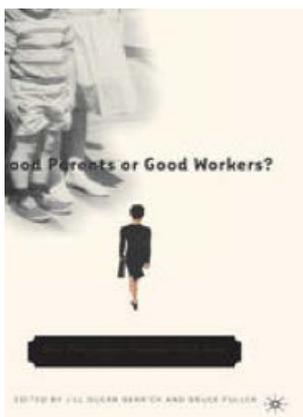
To read this book, click: <http://link.springer.com/book/10.1007/978-1-4614-7406-7>



The Claims of Parenting;Reasons, Responsibility and Society by Stefan Ramaekers & Judith Suissa

The main concern in this book is to show how the parent-child relationship, the importance of which is universally acknowledged, has been claimed by certain languages and forms of reasoning, to the extent that it has become difficult to find other ways of talking about it and exploring its significance, at both an individual and a societal level. There is, in fact, an intentional ambiguity in the title. The claims of parenting. First of all, this is meant to capture the idea that parents today have various claims made on them in the sense that they are expected to perform in certain ways and to achieve certain outcomes. Moreover, and connectedly, there are the various claims, in the public domain, about parents and parenting. And finally, there are the claims of parenthood, in the sense of what it is that parenthood demands of us when we come to see it as a human activity in a rich ethical sense of the word.

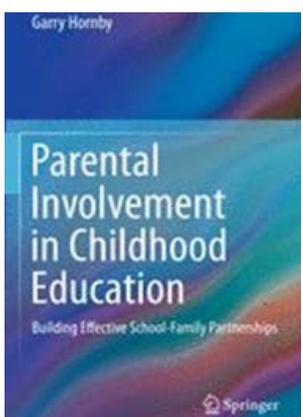
To read this book, click: <http://link.springer.com/book/10.1007/978-94-007-2251-4>



Good Parents or Good Workers?: How Policy Shapes Families' Daily Lives Edited by Jill Duerr Berrick, Bruce Fuller

Good Parents or Good Workers? draws upon new ethnographic studies and longitudinal interviews that are reporting on the daily lives of women and children under new welfare policy pressures. Contributors look at family policy in the context of daily demands and critique new social programs that are designed to strengthen families. The book is divided into three course-friendly sections that deal with the impact of welfare reform on caregiving, the lived experiences of low-income families, and family policy debates. Good Parents or Good Workers? Is an important text on the impacts of welfare reform that will be essential reading in a variety of courses in education, sociology, and politics.

To read this book, click: <http://link.springer.com/book/10.1007/978-1-4039-8053-3>



Parental Involvement in Childhood Education: Building Effective School-Family Partnerships by Garry Hornby

Parental participation has long been recognized as a positive factor in children's education. Research consistently shows that parents' contributions to their children's education lead to improvements in their academic and behavioral outcomes, from elementary through middle and secondary school. Recognizing the critical role of school psychologists in this equation, Parental Involvement in Childhood Education clearly sets out an evidence-based rationale and blueprint for building parental involvement and faculty awareness.

To read this book click: <http://link.springer.com/book/10.1007/978-1-4419-8379-4>



Weekly Inspiration

'And let us not be weary in well doing, for in due season we shall reap, if we faint not.'

Galatians 6:9

Chapel Diary

SEMESTER THEME:

"PEACE OF GOD "

... Guarding Our Hearts and Minds..." Philippians 4:7

Athi River Campus

Date: Tuesday, 26th July 2016

Topic: "Inner Peace in a Noisy World"
by Rev. JM Musili

Sunday Service

Date: 31st July 2016

Topic: What I have become
by DCF Executive

Nairobi Campus

Date: Tuesday, 26th July 2016

"Peace with God, the Hope of Man"
By Pastor Samuel Ndunda

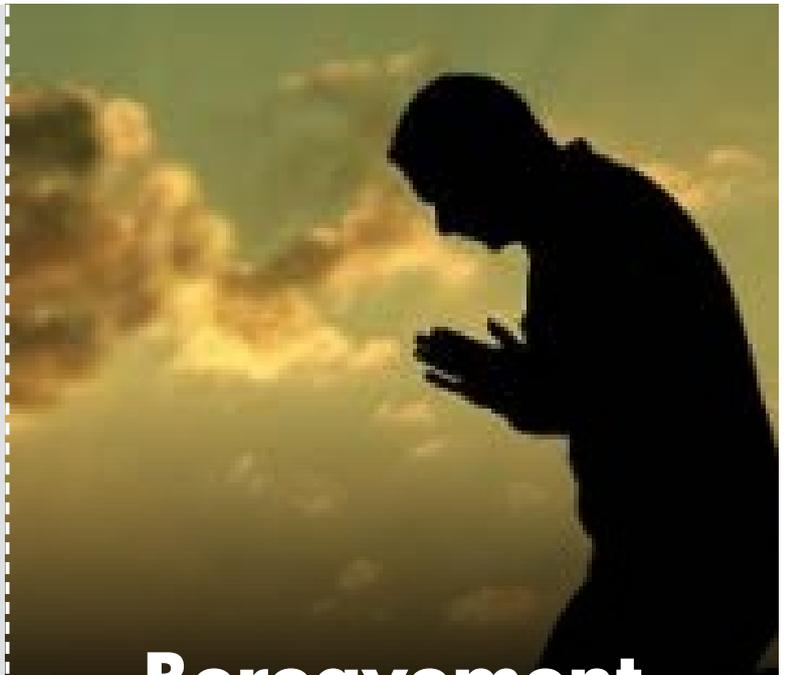
Date: 16th June 2016

Bible Study

Friday Evening Service

Date: 29th July 2016

Topic: Peace with God, the Hope of Man
By Rev. Perminus Mburu



Bereavement

Mr. Henry Kahiu (Admission and Records) lost his grandmother Mrs. Florence Watiri Kahiu on Thursday 21st July. Please keep the family in prayer. Mr. Kahiu can be reached on the following no. 0720432500.

Jennifer Njaria (School of Arts and Humanities) has been bereaved. Her mother, Mrs. Beth Rwamba Njaria, who has been unwell and receiving treatment at the Kenyatta National Hospital, passed away on 20th July 2016. Further burial details to be made available as soon as they are conveyed to the Chaplaincy office. Kindly keep our sister Jennifer and family in prayer. She can be reached on: 0721648940.