

## Best Interest For The Child In The Justice System



*Cabinet Secretary for East African Community, Labour and Social Protection, Mrs. Phyllis Kandie, being received by the DVC Academic Affairs Prof. James Kombo*

**The Institute of Child Development were privileged to host the “Best Interest for the Child in the Justice System” Conference which was held from 17th – 19th August at Daystar Valley Road Campus Auditorium.**

The main objectives of the conference were to Identify challenges to realization of best interest for children in justice system, Provide an opportunity for sharing best practices in best interest for children in justice system to inform, policy and legislative reviews and to Provide platform for networking among practitioners in justice system and children sector.

During the welcome note by the DVC Academic Affairs, Prof. James Kombo, he pointed out that Daystar University offers Child Development

courses at both Post Graduate and Masters Level. This reflects that best interest of the children is something Daystar places high importance on in our curriculum. He also acknowledged that this conference will give all guests present a very good mileage in handling children issues and how to resolve them effectively.

Represented at the conference were professionals from 18 different nationalities, various players in the justice system i.e. the Police Force, Department of Children Services, Prison Department, and Non-governmental organizations. As the moderator shared, she expressed the practice of holding child related events with children representatives present so as to ensure they are in line with the real issues and their discussion are practical to what is happening in the life of the children.

Children from Dagoretti Girls Rehabilitation School were present and they entertained the audience with a skit reflecting the real life struggles the girls have gone through and this was picked up in the discussion forums.

To officially open the conference, the Cabinet Secretary Ministry of East African Community, Labor and Social Protection, Mrs. Phyllis Kandie welcomed all present, thanked the organizing team for choosing Kenya to be the host of this year's conference and expressed the need for such forums to continue. She commended the

planning team for choosing the conference theme which aligned itself with the aspirations of the world: concerned with the child rights and protection.

The sponsors of the conference were: Government of Kenya: Department of Children Services, Daystar University, African Institute of Children Studies, Unicef, Cesvi, World Vision, IJM, Plan International, Childfund, Fida, The Cradle, Terre des homes, Save the Children, Pendekezo Letu, CEFA, The Judiciary, CRALAF, CISP, ICJ, and Office of the Deputy Public Prosecutor (ODPP).



*Cabinet Secretary Mrs. Phyllis Kandie with school children who attended the conference*



*Judges from the Judiciary pose together during the conference*

# Freshmen Hosted to an Exquisite Orientation Dinner



*Freshmen at the dinner with Guest speaker Ms Kanze Dena*

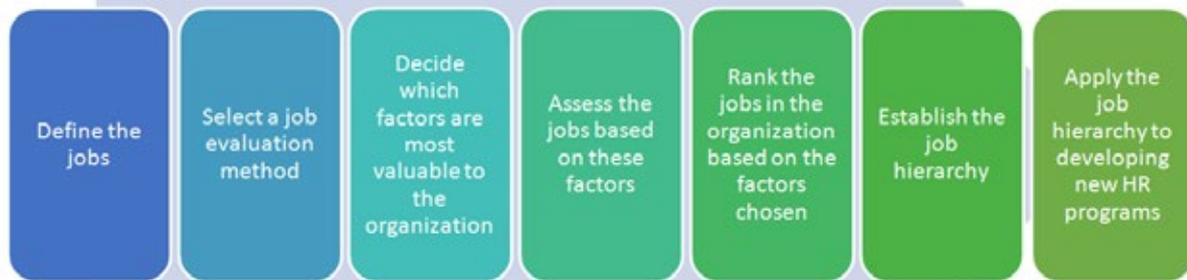
The August 2016 semester freshmen were hosted to a gallant dinner that was held last Friday evening at the Amphitheatre, Athi-River Campus graced by renowned Citizen TV Swahili news anchor Ms. Kanze Dena. The dinner themed 'Leading in the Light' (Matthew 5:14-16) treated the freshmen to a red carpet photo shoot reception after which the program started at 7.00pm with a word of prayer from the Assistant Chaplain Rev. Musili. The dinner incorporated keynote speakers and amazing performances from the freshmen, orientation team, invited and local Daystar talents. Speaking to the new students, the Dean Community Life, Dr. James Karau congratulated the students for making it to Daystar University. He cautioned them on the consequences of being overtaken by events and forgetting their solemn responsibility of being in University is to not only study but also to gain knowledge from different activities that they will be able to participate in.

The DVC Finance, Administration and Planning Jomo Gatundu emphasized on the benefits of transformation citing individual responsibility as a mantle that every new student has been given and is expected to take up and use wisely. He also added, "A man who calls his kinsmen to a feast does not do so to redeem them from starving, he does so that they can exchange knowledge." The Corporate Affairs Public Relations Officer Miss Jean Murungi also welcomed the new students to their first semester. She strongly advised the students on their individual academic journey with individual decisions and the impact of their friendships to their lives at Daystar University. She wished them God's blessings in their journey and assured them support from the Corporate Affairs where possible in their academic journey.

The Guest of honor, Ms. Kanze Dena was greatly received with cheers as she congratulated the new students on the journey they had begun saying it was the journey that would lead them to becoming the light of the world through their God-given talent. Ms. Kanze who is also a director, producer and a mother began her address by attributing her success to God. She testified of her long time struggle with self-esteem and attempted suicide but gave thanks to God and her mother who nurtured her without giving up, making her the woman she is today. She also added that the freshmen had joined a community that looks up to the legacy they will leave after their journey in Daystar. Ms. Kanze explained the importance of respect and harmony among fellow students and staff cautioning against using academic status to look down upon other people. She advised the ladies to carry themselves with respect and dignity, while encouraging the men to make the difference and be better men who constantly think about tomorrow. In conclusion, she encouraged the freshmen to put God first and all other things will fall into place.

The dinner ended on a fiery vote of thanks by Nairobi Campus DUSA President Mr. Johnstone to everyone involved in making the night a success. The freshmen danced their hearts out to the tunes of Afrizo band after which the night was concluded with a prayer from DCF official Mr. Francis. We welcome the freshmen to the Daystar community and exhort you to constantly think of the difference you would make and know that you are the light that Kenya awaits!

# Job Evaluation Exercise Comes to a Successful Completion



Daystar University has completed job evaluation exercise which kicked off in 2015. Job evaluation entails determining relative worth of each job; in other words putting jobs on a weighing scale to determine how critical a job is to an organization. The objectives of the job evaluation were to review and re-align job tasks and responsibilities, salaries & benefits, carry out a comprehensive skills inventory (knowledge, experience, skills and competencies one needs to competently perform a job), sharpen the quality of other human resource processes that support the University strategy, design clear career paths that enable employee career growth and development within the university, come up with strategic human resource planning & development platform, facilitate objective reward systems and finally come up with job descriptions that enable early development of a sustainable performance culture in the University.

The Vice-chancellor, Dr. Timothy Wachira lauded the team of 15 employees, who worked with the consultants to ensure that the process came to a successful completion. The team which was well trained by the consultants was led by the Project Coordinator, Mr. Jomo Gatundu, who is also the DVC F&A and the Project Manager Mr. Pius Muia-the Human Resource Manager. Other leaders were Prof Abraham Waithima, Dr. Kennedy Ongaro and Dr. Martha Kiarie. The DVC Academic Affairs, Rev. Prof. James Kombo was also part of the team, not to mention the Vice-chancellor Dr. Timothy Wachira from whom the team drew a lot of support. Hence the work was hybrid of consultants and Daystar University employees, who know the University well. Commenting on the performance management (evaluation) system for the year 2014-2015, the Vice-chancellor, Dr. Timothy Wachira recognized that the process was not perfect, but explained that the university had to begin somewhere. He promised that the university will continue to perfect the process.

Speaking to Infospot, Mr. Gatundu said that the job evaluation will help to clarify the roles and responsibilities of each job, and determine where the jobs sit in the organizational structure, making it easier to assess individual performance.

“Now we are able to link the strategic plan of the University, individual Job Descriptions and individual performance,” he said. He revealed that one of the things that excite him most, about the job evaluation is to see both staff and faculty begin to appreciate that everyone in the university matters, because various departments are interdependent.

According to the Human Resource Manager, the completion of the job evaluation exercise is a milestone in the history of Daystar University. The exercise involved analyzing all jobs and categorizing them, and further analyzing the dynamics of each job in relation to the changes taking place in the market among other activities. He revealed that the University took time to benchmark with other universities including Kenyatta University, University of Nairobi, USIU, Catholic University of East Africa and Strathmore. “A lot has changed in the job market and we don’t want to have Job Descriptions that are complete mismatch of what is happening in the market place,” he said.

The implementation of the new structural changes will be gradual beginning from August 1, 2016. In the same manner, the old salary design will be phased out with implementation of the performance based new salary increment design introduced. While the departmental structures have already been implemented and Job Descriptions analyzed, the employees’ benefits will be implemented with effect from August 1, 2016; which will include medical cover, salaries and house allowance. The process of implementation however is likely to be completed in 2018.

Once the job evaluation report (process) is fully implemented the University is expected to have clear, improved and aligned Job Descriptions, aligned and sharpened organization structure, new grading system that is embedded with up-to-date relevant and practical performance & salary principles, a cleaned up organization with meaningful jobs, right job clusters, progression and in-built career management, entrenched performance culture and reward system, improved organizational performance, among other benefits.

# English Class Pre-Test Announcement

Daystar University allows newly-admitted students the opportunity to determine which English class they will take by providing a placement test, otherwise called a pre-test. If you were admitted in 2016, please use the table below to verify if you should take the test. The test will take place on WEDNESDAY, 31st August, from 12:30 TO 2:30PM in DAC 105.

There are three categories of students who should take the test:

CATEGORY OF STUDENTS	EXEMPTIONS	CLASS FOR WHICH ONE WILL BE AUTOMATICALLY REGISTERED IF THEY DO NOT TAKE THE PRE-TEST
BA students from South Korea, South Sudan, Ethiopia, Eritrea, Tanzania, DR Congo, Rwanda, Burundi, Niger (which is different from Nigeria)	Exemption will be given only to those present TOEFL scores of 500	ENG 096
MA/MBA students from South Korea, South Sudan, Ethiopia, Eritrea, Tanzania, DR Congo, Rwanda, Burundi, Niger (which is different from Nigeria).	Exemption will be given only to those who A. present TOEFL scores of 500, OR B. present Bachelors' degree certificates from universities in countries where English is the language of instruction	ENG 096
BA students from Kenya, Nigeria, Uganda, Tanzania, Zimbabwe Zambia, Malawi and any other African country where English is the language of instruction, and who have scored C+, C and C- in English at KCSE, or 50-59% in English in whatever system	Exemption will be given only to those present TOEFL scores of 500	ENG 098

Please note that failure to take the test means that you will be automatically registered for the class listed in the third column on the extreme right. If you would like to seek exemption or to seek clarification, please avail yourself at the test room with your certificates to show to the invigilator.

## UPCOMING EVENTS...

### DECEMBER GRADUATION, 2016

There shall be a special December Graduation this year for those who completed their course work requirements by the end of May 2016 semester and did not make it for the June Graduation. Note that degree audits for the eligible students will be ready after the University Grades Senate meeting on September 23rd, 2016. More information will be communicated in due time.



### DIAGNOSTIC & STATISTICAL MANUAL OF MENTAL DISORDERS - 5TH EDITION (DSM-V SEMINAR)

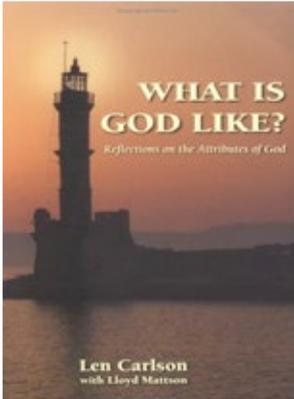
This is an annual seminar that targets psychology students and those in the psychological field. Registration is ongoing. The deadline is on 9th September 2016.



Visit Website to register: <http://www.daystar.ac.ke/icafrica/index.php/en/>

# LIBRARY UPDATES

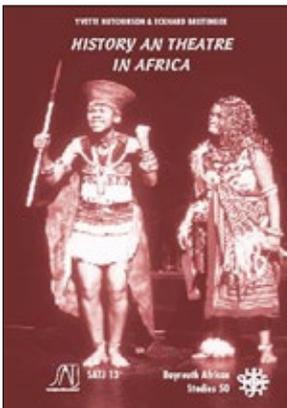
## NEWLY ACQUIRED BOOKS



### **Black's Law Dictionary 10th Edition (2009) by Bryan A. Garner (Editor)**

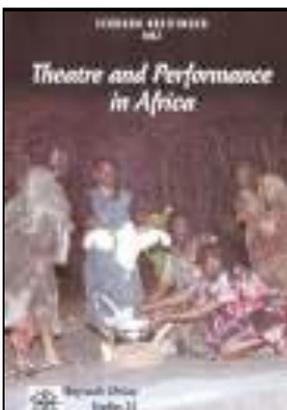
What Is God Like? Reflections on the Attributes of God by Len Carlson, Lloyd Mattson.

In a day of often-airy theology, it is refreshing to find a straight forward declaration of the nature of the God of the Bible set forth in language that even a child can grasp. Len Carlson was a hard-working pastor preacher, who loved his people and Jesus. He modeled his faith in his family and person, and he went home



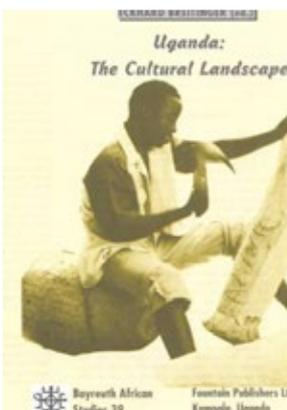
### **History and Theatre in Africa by Yvette Hutchinson & Eckhard Breitingner**

The collection contains essays on 18th century anti-slavery plays, 19th century colonial shows, recent historical plays, operas, musicals from West Africa but also plays related to the Truth and Reconciliation Commission TRC, reports on the Grahamstown and Little Karoo festivals, reviews and a play script by Paul Onovoh/Nigeria.



### **Theatre and Performance in Africa Revised 2nd Edition, by Eckhard Breitingner (ed.)**

Theatre for Development, popular theatre, and musical performance describe the social and political implications of cultural practice; production analyses of recent plays, semiotic analyses of masquerades or ritual drama explore the aesthetics of performative arts in Africa. Radical change in South Africa or democratisation elsewhere in Africa seek expression in contemporary theatre, popular song, and even state controlled television. Scholars and theatre practitioners from East, West, South Africa and from Europe reveal the regional, artistic and political diversity of Theatre and Performance in Africa.



### **Uganda: The Cultural Landscape by Rose Mbowe & Eckhard Breitingner (eds.)**

Until the late 60s, Uganda and its Makerere University were the intellectual center of East Africa. The Obote and Amin dictatorships ruined the country and its literary reputation. Cultural activities continued in spite of political terror and civil war, but were largely ignored by critics. This collection of essays presents an overview of the Ugandan cultural landscape in its historical development and cultural diversity.

The essays deal with oral literatures, with classical writers like Okot p'Bitek or Robert Serumaga, popular, educative and art theatre as well as the creative output in prose, poetry and fine arts



# Weekly Inspiration

*"The will to win, the desire to succeed, the urge to reach your full potential... These are the keys that will unlock the door to personal excellence".*

*Confucius*

## Chapel Diary

SEMESTER THEME:

**"PEACE OF GOD "**

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

### Athi River Campus

Tuesday, 30th August 2016

In His Presence"

Special Singing by Chikwaza & Manasseh

Thursday, 1st September 2016

The Change we Need"

PRAYER DAY by Rev. Tom Otieno

Sunday, 4th September 2016

Foundation of Excellence"

by Rev J. M. Musili

### Nairobi Campus

Tuesday, 30th August 2016

Living a Changed Life"

by Rev. Jerry Makori

Thursday, 1st September 2016

The Change we Need"

PRAYER DAY by Rev. Justus Mutuku

Friday, 2nd September 2016

The Change we Need"

PRAYER DAY by Dr. Washington Kamau

