Covenant University students have been admonished to optimise the opportunity to build their capacity during the 2013/2014 Work Study Programme. The advice was given by the Work Study Officer, Mr Ayodele Olubayode at the Orientation Programme for students who indicated interest in participating in the Work Study Programme earlier in the year. Mr. Olubayode encouraged the students to see the programme as an opportunity to learn and not just to earn.

Also speaking at the orientation programme, the Dean, Students’ Affairs, Mr. Azubuike Ezenwoke congratulated the students who made it to the final stage of the selection process. He advised them to develop work ethics, dress well and add value to themselves as well as the University in the course of the programme. The Dean also enjoined them to make contributions at their places of assignment, because work is not only designed for survival but to fulfil potentials.

Some of the students interviewed explained why they wanted to be part of the programme.

Miss Jane Opala, a 400 Level Mass Communication student said she wanted to experience the joy of spending the money she worked for. While Keineke Busola, a 300 Level Business Administration student said she wanted to work in the studio because of her flair for photography.

Miss Ekpaga Aiyel, a 100 Level Accounting student said she enrolled in the work study programme because she wanted to gain job experience.

The criteria for selection included a good CGPA, passing an interview and having no record of disciplinary issues. Participants are expected to spend a maximum of ten hours a week. Students were posted to various units and departments of the University which included the Registry, Health Centre, Physical Planning Development Unit, Entrepreneurial Development Study Centre, among others.

Programmes were organised to build the capacity of the work study programme participants, part of which included a career development workshop which held earlier in the year.

The career development workshop featured a talk on the basics expected in a standard CV in addition to a cover and thank you letter when applying for a job.

The speaker, Vice-President (Careers) of Covenant University Alumni Association (CUALA), Mr. Taiwo Oyekoya in his submission highlighted conciseness, clarity, completeness and consistency as key points in building a winning curriculum vitae (CV). Mr. Oyekoya emphasized that these are the basics expected in a standard CV. He advised that it is necessary to review a CV from time to time, possibly on a quarterly basis.

Also speaking at the programme, the Head of Recruitment, PZ Cussons, Mr. Gbenga Olufeyisan enumerated the qualities required in those who look forward to be recruited by the company. These qualities include courage, accountability, networking, drive and oneness.

He commended CU graduates currently working with the company for their extraordinary performance and inputs in achieving the goals of the organisation.

Earlier in his opening remarks, the Dean of Students’ Affairs, Mr. Azubuike Ezenwoke stated that the programme has been situated to empower the students and make them value adding personalities as they graduate from the University. He explained that this would enhance the students’ competency in their places of work.

He stated further that the Students’ Affairs has many programmes in the pipeline which would be unfolded later. This according to him, would develop students and enhance creativity on campus.

The Keynote Speaker and Registrar, Covenant University, Dr Olumuyiwa Oludayo while addressing the participants at the workshop stated that organisations are looking for those who can add value. He therefore advised the students to be prepared to exhibit the values they possess.

He reiterated the need for branding in projecting oneself to the world and in managing reputations. He also defined branding as a way of packaging oneself in a marketable, clear and enticing way.

Dr. Oludayo enjoined the students to be value-adding personalities and spoke on the ways to project one’s brand, which include focusing on competencies, consistency, amongst others.

In addition, while teaching on “Public Speaking”, the Registrar emphasized the need to develop good communication skills.

He referred to public speaking as an essential skill that would pay dividends if one is keen about elevating one’s profile and stated that it is a great way to enhance individual brand. “Build your brand around what you are comfortable with“ he advised.

Dean, Students’ Affairs Mr. Azubuike Ezenwoke
Cont’ from Pg 45
the University Management.

Three of the University's five representatives to the competition, Boroni Odalo (500 Level), Adeniyi Eyimofe (500 Level) and Yisa Boye Jesse (300 Level), said that the exposure to the Argus Software and application of the same has enabled students of Estate Management to be capable of providing accurate estimate of future income cash flows.

In addition to this, their previous involvement in the competition has helped them understand the principles of making provision for investment categories like risk and sensitivity analysis, capital expenditures, reimbursement and non-reimbursement expenses, present value discounting amongst others, and in all, they are able to discount these cash flow earnings to the present day value.

They alluded to the fact that they are new in the usage of this software, but they have covered more ground, competing with the very best in the United States of America and other European Union countries, where the Argus Software has been in use.

A debutant in the University's team to the competition, Yisa Boye Jesse could not conceal the excitement of competing against the very best in the world. According to him, “I am new on the team, but my experience so far has been both exhausting and exhilarating and I have finally come to terms with the fact that real estate development requires both technical and experiential knowledge, and the Argus software we are working with combines these qualities on an easy to use platform.” Yisa stated that at this point, what he thinks they need most is to make the right assumptions and think, both literally and creatively, to maximize opportunity and win the competition this year.

It would be recalled that Covenant University came fourth in the last two editions of the competition ahead of students of universities in advanced countries who have been using the software.

CU ALUMNI BASE EXTENDS
HELPING HAND TO CHALLENGED STUDENTS

Covenant University Alumni Association (CUALA) has taken a bold step towards helping not just graduates of the University, but also supporting current students who are financially challenged particularly in the payment of tuition fees, through its Student Support Scheme.

According to the Administrative Manager of Covenant University Alumni Association (CUALA), Mrs. Rachael Coker, the Student Support Scheme is a forum set up to assist undergraduates with financial needs and balance up payments of tuition to the University.

She added that since resumption of the Omega (Second) Semester, CUALA has received over One Million and Eighty-Seven Naira (N1, 000,087.00) in financial request from various students, and these range from Thirty Thousand Naira to One Hundred and Eighty Thousand Naira.

Apart from this, CUALA will through her Mentorship Programme bring CU graduates, Eagles, to mentor the undergraduates. Besides, the association's Career Unit is also working towards preparing the final year students in readiness for the work environment.

In addition, she stated that the Career Unit of CUALA has over the past years become a veritable means of getting and changing jobs for final year students and CU Eagles. Moreover, the Strategic Business Group of the association is working towards helping graduates of the University with intent to go into business to initialize and jump-start their business ideas.

The Alumni-base of Covenant University has since inception in 2006 witnessed an increased membership base of 9,498 Eagles, scattered across Nigeria and in the diaspora.
For the second time running, First Class graduates of Covenant University have emerged tops in the Presidential Special Scholarship Scheme for Innovation and Development (PRESSID) with 19 of her graduates among the 200 successful candidates.

This was revealed by the Executive Secretary, National Universities Commission (NUC), Professor Julius Okojie OON, on Thursday, January 9, 2014 and contained in the Commission's Monday Memo of January 13, 2014. Professor Okojie was quoted as saying that the outcome of the aptitude test for First Class graduates of Nigerian universities for sponsorship to 25 top universities in the world, under the Presidential Special Scholarship Scheme for Innovation and Development (PRESSID), which was in its second phase, showed that Covenant University, Ota emerged as overall best with 19, out of the 200, that would benefit in the current year.

He noted further that this feat, which Covenant University also achieved in the maiden edition of the scheme, meant that the University was making tremendous progress in the production of quality graduates in the Nigerian University System (NUS) and attributed this to the University's programmes being target-driven and the extensive use of ICT in the teaching and learning process.

The Executive Secretary advised that the Federal Government should consider giving corresponding conditions and expectations to derive from the universities any time funds were released to them, as is the norm in other societies.

It will be recalled that Covenant University's First Class graduates came tops at the maiden edition of the scheme, producing 10 out of the 101 candidates that were selected in the final aptitude test for PRESSID.

In his response to the cheering news, the Vice-Chancellor, Professor Charles Ayo, said the feat was a validation of the University's efforts in producing qualitative graduates for the global community. He reiterated the University's confidence in the quality of its First Class degree graduates, being absolutely sure of their worth and pedigree.

He appreciated God for always confirming His vision with infallible proofs and expressed optimism that the University would in no distant future be ranked among the top ten universities in the world, in fulfillment of the prophesy that has gone before it.

The Covenant Magazine had online chat with three of the PRESSID recipients recently. The excerpts of the chats are presented on page 55 captioned the ‘Faces of PRESSID Awardees.’
Idoko Ehiwoicho
Agbenu
Year of entry into CU:
2008.
Year of graduation:
2012
Programme:
Economics
CGPA at graduation:
4.50
Performance at PRESSID:
Good
Choice of University/Postgraduate Programme under PRESSID:
University of Edinburgh/Economics
Experience in Covenant University:
My years in Covenant University were formative years; I learnt a lot that has been instrumental in making me what I am today. The university exposed me to excellence and diverse possibilities; and showed me that anything is possible.
Leadership position(s) held in Covenant University:
Treasurer of CU choir.
Advise to the Undergraduates on the path to success at CU:
Make the most of opportunities because once they are lost, they are hardly regained; see every situation as an opportunity to learn.
After the Scholarship, what next: Contribution to national development.

Olarewaju, Olajumoke
Oluwabunmi
Year of entry into CU:
2007
Year of graduation:
2011
Programme:
Microbiology,
CGPA at graduation:
4.55
Performance at PRESSID:
Good, I thank God for it
Choice of University/Postgraduate Programme under PRESSID:
Searching… Masters in Public Health /Microbiology
Experience in Covenant University:
It was awesome. CU contributed to my success by creating the enabling environment for study and research work backed by inspiration.
Leadership position(s) held in Covenant University:
Final Year Project Group leader
Role Model:
Bishop David Oyedepo
Advise to the Undergraduates on the path to success at CU:
The ball is in your court; your preparation matters a lot in attaining success and total obedience to constituted authority. Read extensively, group reading helps a lot.
After the Scholarship, what next:
Working seriously to make it good and successful.

Somtochukwu Okoroafor
Year of entry into CU:
2008
Year of graduation:
2012
Programme:
Economics
CGPA at graduation:
4.70
Performance at PRESSID:
Very good
Choice of University/Postgraduate Programme under PRESSID:
PhD Business Economics in Havard University or Msc Economics Columbia University
Current Engagement:
I am a Solution Sales Professional at Microsoft
Experience in Covenant University:
My years in CU were full of ups and downs but I thank God I finished strong.
Leadership position(s) held in Covenant University:
I was a senate member in the Nigerian Economic Student Association (NESA). Head, Community Development, CU Student Convocation Planning Committee
Covenant University's Core Values and Unique Programmes have helped her products not only to discover their Vision in life but also imbued with a great impetus to run with it. Mercy Ebuetse, a 2013 graduate of Civil Engineering, is one of the Alumni soaring high with CU Vision in Publishing. She shared her Vision and passion with the Covenant Magazine crew. Excerpts:

Q: Can you please introduce yourself?
A: My name is Mercy Ebuetse, I graduated from Covenant University, I studied Civil Engineering and I love writing.

Q: So why did you study Civil Engineering and not Mass Communication?
A: Well, I don't see that as something that will really interfere with my Civil Engineering profession. One of the reasons why I love writing is because I read a lot. That's one of the things Chancellor used to harp on when I came into school; the need for us to cultivate a reading habit. Right from my 100 Level, I have been writing. I used to write a lot of poems and throw them around because I did not really take them seriously, but I noticed that the more I read, the more I had this drive to write.

I wanted to write down things that I have read. My writing came from my reading culture I started keeping a library from 100 Level. If you come to my house, you will see a shelf of books. I think that's what prompted me to write.

Q: You said you read a lot. What kind of books do you read?
A: I believe in reading books that will add to you. I read business books, spiritual books and anything that will add to me.

Q: Is your writing interest an influence by your parents?
A: No, not influenced, it is just my passion. For instance, I love engineering; in fact my father wanted me to go for Medicine but I stood up for Engineering, because that was what I wanted to study. My brother, for example, studied Biochemistry, but likes to act. I didn't really have to study arts or go to school to do something related to writing in order for me to excel in life. It's my passion.

Q: So where did you conceive the idea of publishing?
A: It started in January 2013, I remembered we were praying concerning the direction we should follow after school by our then Chaplain, Pastor Victor. And I started from a blog, I started writing in my blog and then three months after, 1st of March to be precise, I had it in mind to start my Magazine. But because final exam was around that period, I just kept it as a plan. I just wrote down the things I will do concerning the magazine. So I started fully immediately after the convocation. I started collecting the articles, proofreading and the design stage.

Q: Do you have any kind of experience in publishing prior to this publication?
A: Truly I don't have any experience, it was when I had gone past the designing stage that I picked other magazines and went through them. The reason I didn't want to pick other magazines before hand is because I don't want their ideas and the way they designed their magazine to influence my own magazine. It was after I was done with the printing that I started looking at other magazines and talking to other people. I really did not have
any experience, but I have the Holy Spirit in me and He saw me through.

Q: What is the name of the Magazine?
A: Shalom Truth Magazine. That was the name I got for it. Shalom means peace and the slogan for Shalom Global Communication is Bringing Peace and Hope to the People. I believe that there are people who have given up due to situations and things going on around them and the magazine was designed to bring peace and hope to the people.

If you go through my website most of what I talk about is people that are going through addictions and people that go through other issues like that and how to overcome them. Aside that, another aspect the magazine seeks to cover is as regards the kind of information people get. I believe that the things you take in, determine what you bring out and if you feed your soul well, then you can become a positive individual and overcome any thing that comes your way.

Q: I overheard you mentioning that your dad is a media person, was that why you developed interest in writing?
A: No. My dad has actually published a biography, but funny enough I did not really pick any interest in those things while he was doing them. Maybe it was an influence without me knowing. I wanted to put his name in the magazine and he said, “No, if you put my name people will say I’m into media and I influenced you, but funny enough, I don’t know anything about this magazine from the beginning to the end”, which is just the truth about it. May be growing up and seeing his tenacity for writing put the interest in me.

Q: So right now what is the plan about the launching?
A: Basically, the launching is to create awareness and give the magazine a stand amidst other magazines. And how serious we start will determine how serious people will take us, so there are plans that are being put in place to get people that will actually assist me. I wrote a letter to Abia State Governor and he has confirmed that he is coming; also the Minister of Communication is coming. The promo about the launching is also running on AIT currently. Aside the publicity, we are also thinking about the continuity. That’s why we employed some people to work with the company.

Q: How many CU graduates are working with you?
A: None for now, but some of the people that worked with me to produce the magazine are CU students. For instance, the lady on the front cover. Also, the owner of the fashion label was my course mate in school, so I advertised him. The person that designed the magazine is also a CU student.

Q: What aspect of CU actually influenced all this that you are doing?
A: It is spirituality and later I believe, EDS is key because you have to market the product, get advert, and lead people towards your vision. So I believe that EDS is part of it. But the spirituality was the core and Chancellor said we should be solution providers so the magazine identified a problem and it’s trying to solve the problem.

Q: So what is the frequency of the magazine?
A: It’s going to be quarterly. Once in three months.

Q: The issue of finance is very crucial in magazine production. How did you source for fund to print this colourful and glossy magazine?
A: When I first started, the first cost was the cost of design. I got in touch with the designer and he was kind enough to slash it. Secondly, when I was going for national service, my dad gave me money for accommodation and I kept it aside because I stayed in the Nigerian Christian Corpsers Fellowship Family House. I saved that and the little allowance. So I shared my vision with others and they believed in me and gave me money in addition to my little savings.

Q: Who are the people you are expecting at the launch?
A: I am expecting the governors of Abia and Ekiti States; Minister for Information and Communication; Dr Raymond Dokpesi, Pastor Mrs Oretayo and I sent a letter to the Chancellor to be the Father of the Day. So I’m expecting Bishop David Oyedepo also.

Q: What next after the launch?
A: After the launch, I want Shalom Truth Magazine to be a brand name, aside that, I’m trying to buy a Soap Opera, get a good advert for it, run the advert and get back the money. Presently, the play is on ground, thirteen episodes. After the launching I want to get equipment and veer into printing. Basically, media and consulting.

Q: Who are your role models?
A: My role model is Bishop David Oyedepo; I could remember during TTG (Toward a Total Graduate) class, he told us that we are not getting younger. He started talking about some particular people, he picked one lady, I think she was born 1997 and already had online magazine. I was really charged in my spirit and I felt like I can do this too. Then I already had my plans but I had not gotten something concrete. He is my first mentor, aside that, my father and mom have been my role models.

Q: Presently you are on NYSC posting, where are you serving?
A: I was posted to Benue State, and I am serving at the Federal Ministry of Road and Transport in Markurdi.
WE HAVE GREAT MEMORIES
OF OUR UNDERGRADUATE DAYS IN CU,"...KENYA ALUMNAE

Two Kenyans, Sheila Loice Kitsao and Marjorie Okeyo were among the first set of international students in Covenant University. Recently, they visited their alma mater and had a sweet reminiscence of their undergraduate days at Nigeria's number one private university and how they were able to successfully make the most of the opportunity availed them to study in Nigeria.

Speaking during the visit to the University, Sheila and Marjorie, who graduated in 2009 and 2010 respectively, said they hold in their hearts fond memories of their undergraduate days in the University. According to Sheila, “Looking back at our early days in Covenant University, I think the 'Chapel Services praise and worship sessions,' the 'Worship Him in the Evening' service (WHITE) with Pastor Ntia helping us connect with the real essence of worship are some non-academic activities that makes studying in Covenant University one with a unique experience.”

Majorie on her part stated that the night meetings that were always organized was something she has continue to cherish, because those meetings have developed her capacity to make the most of the night seasons, even in her current work environment. The Kenya nationals said their coming to Nigeria for study excited them and as such, they were able to find families within the University community who took them as part of their own family. “We were very excited about coming to study here, we found a family who took us as their own and as a result we felt we had our families here, despite the cultural differences.

Sheila stated that Covenant University is an institution in a class of its own. “The kind of programme we were exposed to was rigorous, demanding and challenging, but at the end the effect is paying off for us today. Sheila, who graduated from the Department of Business Management, said one thing that stands the University out from others in the continent is the fact that the University is committed to its vision and gives students rounded education that opens their mind in a totally different way, thereby helping them tap into their innate capacities.

They noted that Covenant University's academic curriculum is one that is operated holistically, that is training of students with a vision of what they ought to be in life from the spirituality platform to academic and physical enhancement through the Total Man Concepts. According to them, “We are glad we passed through Covenant University.”

Sheila, who currently works with the Kenyan Centre for Disease Control and Prevention, said it is her heart’s desire that the world system would inculcate selflessness into work culture, as found in the University's Core Value of sacrifice. “If only everyone can lead a sacrificial lifestyle, doing what they love for the love of others, the world would be a much better place,” she added.

Marjorie, who graduated from the Department of International Relations and currently works with Kenya’s Independent Electoral and Boundaries Commission (IEBC), commended the University Management for establishing Covenant University International Students Association (CUISA). This, she said, would engender bonding and facilitate foreign students’ integration into the host community.

She reminisced on the level of international students’ representation in their day and what currently obtains today. According to her, “In our days there was just a trickle of international students, with Kenya being the dominant number. We also had a couple of students from the United Kingdom, United States of America, Malawi, Cameroon and one South African.”

The Kenya-born Covenant University alumnae came on a short visit and felt it necessary to visit their alma mater, and some Nigerian friends in a bid to maintain contact with them.
COVENANT UNIVERSITY
WORK STUDY PROGRAMME - UNDENIABLE IMPACT

Covenant University has not relented in her tireless efforts to drive her striking vision 'one of ten-in-ten.' Since the inception of this great institution in 2002, it has been blazing trails in the higher educational sector in Nigeria and across Sub-Saharan Africa, and with the number of accolades building up in its archives; the entire world would soon be its playing field.

One of the major ways Covenant University builds the capacity of her students is through the work-study programme. It is a programme that took off in 2006, barely four years after CU was birthed as an institution. The Management of Covenant University believes that capacity building centres on skill development, and lack of skill can kill any dream. While spirituality and mentality position man for leadership, it is capacity that enables him to deliver.

Speaking on Capacity Building on many occasions, the Chancellor of Covenant University, Dr. David Olaniyi Oyedepo defines it as, “Possessing the ability to deliver a given task.” This is why Covenant University will remain committed to academic excellence and continue to drive her students through the crucible of personal development in pursuit of their individual dreams.

The Chancellor further emphasized that it is skill that turns trash into treasure. In his words, “Our mission is to inculcate an untiring quest for capacity building, enhancement of professional capabilities and personal development into our students. We saw in scriptures how a team of nonentities as reported in 1 Sam. 22:3 turned out to become mighty men of valour by 2 Sam. 23:8 through the "magic" of skill development and capacity building.”

While discussing with Deacon Femi Anlemi, the Principal Assistant Registrar, Academic Affairs, on the scheme, this reporter gathered that the scheme has so far helped a lot of CU students through difficult times financially, thereby fulfilling one of the key objectives of the Work Study programme.

In his words, “The work-study scheme was put in place to give students work experience while still in school, and to assist those who are financially challenged.”

During an interview session with some of the students on the work study scheme, it was enlightening to note how much insight they have into the benefits of the scheme to their academic pursuits as well as individual visions alike.

One of the work-study participants, Ifeoma Nicole Nwadioke, a 200 Level student of Industrial Relations and Human Resource Management who is currently deployed to the Corporate and Public Affairs Department of Covenant University as an Editorial staff, says she's very excited about her area of deployment, as writing is her strongest passion.

Miss Nwadioke's interest in writing makes one wonder if she would not have been better off studying Creative Writing instead of Industrial Relations, but again, that's one of the benefits of the work-study program; helping students with hands-on experience and practical expression of their potentials.

In her own words, “Writing is not really related to my field of study, but writing is my passion, and since I started, I have been working with very nice people who have been teaching and mentoring me.” She also said she is currently writing a novel which she hopes to publish very soon.

Another work-study student, Mr. Favour Njoku says he is in the programme to make extra income to support himself in school. According to him, the program has been able to help him with his basic upkeep in school. He thanked the management for such an opportunity for students to earn extra income and still have adequate time for their studies.

Mr. Njoku said, “I would have been cash-strapped in school, especially this semester, if not for the financial benefits realized from the work-study programme.”

Commenting on the benefits of the scheme, the Vice Chancellor of Covenant University, Professor Charles Korede Ayo, said the University is still working hard to expand the work-study opportunities in order to assist more financially challenged students, so that they are not disadvantaged academically while they are going through their temporary challenges.

The work study programme has indeed been of immense help to CU undergraduates either by way of providing the much needed extra income, discovering hidden abilities and potentials, or gaining work experience.


**POSTGRADUATE EXPERIENCE IN COVENANT UNIVERSITY**

“The idea that CU was designed to be a leading University, not only in Nigeria, not even in Africa, but to come within the league of world Universities makes it mandatory for it to put a great premium on research” – Dr. David Oyedepo

Postgraduate education involves learning and studying for degrees, professional or academic certificates, or other qualifications for which a first or Bachelor’s degree generally is required, and it is normally considered to be part of higher education.

There are two main types of qualification studied for at the postgraduate level: academic and vocational degrees. Covenant University (CU) offers both and is committed to raising exemplary research scholars in the educational sector of Sub-Saharan Africa, and indeed, the world.

International postgraduate students of Covenant University all agree that the institution has brought a new level of depth to their academic experiences. Melanie Hekeu, from the Cameroons, a graduate of Biology, from the University of Douala in Cameroon explains how a year at Covenant University has enriched her educational experience, academically and otherwise.

She is currently running her Masters in Covenant University, studying Microbiology, and specializing in Environmental Microbiology at the Department of Biological Sciences. Commenting on her CU experience so far and especially on what attracted her to the university all the way from Cameroon, she explained that ever since she heard about the academic prowess of Covenant University especially in the area of research and innovation, even as an undergraduate in another university, she had dreamed that she would go to CU for her Masters. On graduation, she quickly enrolled into the CU graduate school.

Melanie, speaking about her interest in the larger than life vision of Covenant University, and its strong spiritual investment on its students; enthused that she has been totally transformed by her stay in CU, and is already making plans to encourage her younger sibling to follow suit.

When asked how CU has impacted on her so far, as against getting her graduate studies in Cameroon, Melanie said, "I have made life-long friends from different parts of Nigeria, and even around the world, as we have other international students from around the world; that has broadened my educational experience and it also shows employers that I am adaptable to new situations and can understand other cultures and traditions, something that is increasingly important in the modern world."

Sharon Njie, another postgraduate student from Cameroon running a Master's programme in Marketing, while commenting on her own experience said it has been very enriching except for the fact that she has been away from her family for almost two years; as she cannot afford to travel often to see them.

She fondly calls the time she has spent so far, studying in Nigeria, one of the best years of her life. "There were times when it was challenging and really pushed me to extremes, but the overall breadth and depth of..."
The need to reengineer the nation’s value system is important in managing conflicts at its various levels. This is because something must change within the makeup of the body politic for other things to change around the nation.

The above was part of the position highlighted in the keynote address delivered by the Chancellor and Chairman, Board of Regents, Covenant University, Dr. David Oyedepo, at a workshop organized by the University’s African Leadership Development Centre (ALDC), with the theme, “Conflict Management and Resolution: A Leadership Competence Development Workshop.”

Speaking on the subject of “Leadership Imperative: Conflict Management and Conflict Resolution Demands for Inspiring Transformation and Driving Change,” Dr. Oyedepo commended the leadership of the centre for putting together the workshop. According to him, a workshop connotes a place where damaged things are fixed, repairs are made, non-working systems are diagnosed and given appropriate treatment; he therefore hoped that the essence of the workshop would do just that to the nation.

Taking a retrospective look at conflict and its devastating effects on the African continent, Dr. Oyedepo observed that Africa’s problems stemmed from her inability to draw lessons from the “things we see, hear, observe and even experience.”

He stated that critical to the understanding of crises in Africa in the 21st century is the capacity to identify conflicts before they degenerate into catastrophes, and this he suggested, highlights the importance of capacity building as a vital tool in stemming conflicts.

Dr. Oyedepo noted that the widespread societal conflicts in Africa are often played out against the backdrop of deep poverty, illiteracy, and weak systems of governance, undermined by unfavourable terms of trade, indebtedness and administrative failures.

In addition, he added that a number of forces and factors could be advanced as the root causes of major conflicts within the continent, ranging from the quest for resource control, tribalism to religious affiliation, corruption and deprivation.

He posited that the effect of colonialism could not be removed from some of the major conflicts that have bedeviled states on the continent.

The political structures and imbalance created by colonial administrators, who used one ethnic group to dominate the entire political landscape still persist. After independence, the dominated ethnic groups still view the dominant ethnic nationalities as extensions and collaborators with the white colonialists.

Dr. Oyedepo said the United Nations has spent 75% of its resources in dealing with conflicts in Africa, thus making the continent a liability to the world body.

Zeroing in on Nigeria, the renowned scholar said while it is true that the greatest challenges within the country range from corruption, economic distress and institutional collapse in most sectors of the economy, the greatest threat to the survival of the Nigerian nation, however, is the issue of insecurity induced by conflicts, which seems to have defied all logical approaches and reasoning by those in power and who are supposed to be on top of it.

While trying not to sound like an alarmist, the Chancellor of Covenant University said the Economic Community of West Africa States (ECOWAS), the West African sub-regional body would speedily close her borders with Nigeria if the current
state of insecurity persists, culminating in civil unrest of untold proportions.

In managing various conflicts around the continent, Dr. Oyedepo pointed out the need to recognize that conflict is natural and therefore to be expected within human groupings, but it is how the nation proactively anticipates its occurrence by identifying signals of conflict and begins to rightly situate responses that would define how the management process is construed.

Dr. Oyedepo suggested a 'stop and think' approach at every critical point of a crisis, as this is what would make the continent not to sink further in the comity of nations. This he said should include devising a means of helping those whose reasoning has become perverted to the point of killing and taking up arms to kill innocent citizens.

He stated that the problem with Africa's development and Nigeria's in particular, is the underdeveloped mind of Africans, thus turning them into cannon fodder for external exploitation. The mind of every Nigerian, he said, should be transformed into one that can conceive a new Nigeria into existence, while at the same time resisting indoctrination of evil.

He concluded by charging government at all levels, participants and those who still believe in the Nigerian project to respond to the wakeup call by rising up to give hope in these trying times. This he said was important as no one will come over to solve our problems for us. "Waiting for others to resolve our conflicts might result in waiting for ever. It is high time we took responsibility to engage intellectually and otherwise, in resolving our differences and managing our conflicts. We must start to think the impossible and dare the seemingly immovable mountains," he added.

At one of the panel discussions, the moderator of the session, a one-time Minister of Finance, Dr. Kalu Idika Kalu commended the keynote speaker for the quality of scholarly work put into the keynote address, and charged the audience not to take the message and picture painted lightly, but embrace the vision of what the nation ought to do to make Nigeria come out of the precipice of war, due to internal conflicts.

Dr. Kalu identified some strong themes from the keynote address, which if adequately adhered to would breathe a new lease of life on the entire polity and reinforce the confidence of the populace in the nation.

He noted that one common denominator that has made the Living Faith Church and Covenant University to rise so fast in their current geographical location, a place formerly considered a forest, is discipline, and if the same discipline is brought to bear on the nation, many of the incidents of conflicts will be quickly stemmed.

The immediate past Executive Secretary, National Universities Commission and the Pro-Chancellor, Crawford University, Professor Peter Okebukola, narrowing down his reaction to the keynote address to the tertiary education setting, said the series of conflicts in the tertiary education system in the nation if adequately prepared for, would not result in industrial actions that culminate in closure of universities and tertiary institutions.

He suggested the need for those in authority to try getting the different perspectives from which the various interest groups are clamouiring for attention. According to him, it would be a difficult task meeting the insatiable needs of all academic and non-academic staff and students in any given environment, but a balance could be created that would make a win-win situation appear for all the divergent interests.

Professor Okebukola said that there was nothing to compare to negotiation and attempting to establish peace at all times. He advised that even when negotiating it should always be from the point of strength and advantage, while ensuring that individuals do not enter into a commitment they are sure of not having the capacity to uphold, as that would just postpone the evil day.

On her part, Dr. Gloria Elemo speaking from the work place perspective said that when in an organization where people are grouped into different teams with expectations, there is the tendency for conflict to ensue if the subordinate is better informed in certain areas than the team leader.

Dr. Elemo, who is currently the Director-General, Federal Institute for Industrial Research, Oshodi (FIIR), noted that the different levels of unions existing in a work environment are important and are to be taken into consideration when formulating and executing policies.

She averred that in the internal working of any organization, the leadership should be conscious of issues with the management cadre. The nature of the physical environment also affects inter-departmental or unit relationships, orientation and social consciousness of workers which they take as their own priorities, conditions of services
or promotion system which all create most of the conflicts in organizations, disputes resolving procedures, abuse of administrative powers, favouritism and victimization, and misinterpretation and non-implementation of collective agreement.

From the external perspective, she affirmed that government industrial and economic policies are issues that affect the welfare and other important aspect of workers’ conditions of service within an organization. Also, the nature of labour legislations, unpatriotic and unethical behaviour (mostly of the political class), and mismanagement of national economy are the larger forces that exacerbate conflicts in the work environment.

She counseled managers of conflicts to listen well to the groaning and complaints of the people, as this strengthens, informs and shows understanding between leadership and subordinates at every stratum.

Dr. Elemo said leadership requires listening with a blend of firmness and flexibility as well as being forward-looking in dealing with those people one is working with. This entails doing away with past issues, developing the capacity to forgive, and the ability to let go or apply force when necessary; these are strategies that ensure discipline and the stemming of conflict at its very root in any organization.

Dr. Sola Afolabi on his part advocated that leadership at the macro level should endeavour to bring development to its people, because without development there will be strife, which ultimately if not checked will snowball into a major catastrophe. The quintessential diplomat said looking back and tracing major conflict areas within Nigeria and outside of Nigeria, one would readily agree that it is predominant in areas where there is little or no development in such communities.

Dr. Afolabi said that growth in the system should never be equated with development; he declared that growth is automatic, but should not be equated with development. The former, he stated, comes along with time and space, while the latter must be assiduously worked at to see it come to fruition, and when it is not forthcoming, it attracts conflicts from the populace who would feel denied of their inalienable rights to the good things of life.

He posited that all conflicts are internal. According to him, the major conflicts of this world are started by individuals who are not at peace with themselves. He cited characters like the late Libyan leader Muammar Gaddafi, Adolf Hitler of Germany and Idi Amin Dada of Uganda as men who were not at peace with themselves and as a result perpetuated acts that brought about conflicts.

Conversely, he noted that people who made peace like Mahatma Ghandi, Martin Luther King, Winston Churchill, and David Oyedepo were individuals who found peace with themselves and as such sought to propagate peace in their dealings with others.

He concluded that unless any individual is at peace with himself, such a person will find it very difficult to make peace in whatever assignment he or she is involved in, and such an entity might as well be the source of conflict in the area of his or her operation. He, therefore, charged participants to make sure that when tension seems to be brewing, they should endeavour to seek calmness from within, as this would enable them to manage and resolve conflicts at all levels.

It was revealed that from 1955 till date over 5.7 million people have been killed and over 7 million displaced in various conflicts around the continent from the Sudan to the crisis in the Darfur region of Sudan, Somalia, Ethiopia, Rwanda, Democratic Republic of Congo, Liberia, Sierra Leone, Uganda and Nigeria.

Cont’ from Pg 60  POSTGRADUATE EXPERIENCE IN COVENANT UNIVERSITY

my experience as an international student has had a profound and positive impact on my life. I still can’t describe what the “Go-Slow” in Lagos is to anyone though,” she said.

Sharon decided to participate in the study abroad programme to enable her to gain first-hand experience of the society and culture that she had been hearing about for two years as an undergraduate student. She also wanted to immerse herself in a way of life that was different to that in the Cameroons without going entirely way out of Africa; but she still misses friends and family from home and there are still some significant differences she has to get used to.

Sharon thought TV and the media had already prepared her for the move to Nigeria, but she found that the structure of taught classes in Nigeria was different to what she was used to in the Cameroons.

Language for Sharon was also a little difficult since she hails from the French speaking part of Cameroon; especially when it came to using complicated English words. She said, “At first it was really daunting to give a presentation in front of the class, with an obvious struggle with most big English words, but you get used to it pretty quickly and everyone seemed to like the Cameroonien accent.”

When she was not studying or working on her research project, Jennifer took full advantage of the Nigerian lifestyle. "I was lucky to have friends inviting me home for the Christmas holidays for instance, and being fully accepted in their homes and treated like family; very touching experiences that humbled me. I would advise anyone to take part in a study-abroad programme because no matter how hard it is at times, it is an emotionally, culturally and ultimately a financially rewarding experience," Sharon said.
Bank robbery has become a worrisome challenge that is gradually destroying the nation's financial institutions. This ugly menace will soon be curbed as research experts in the Department of Electrical and Information Engineering of Covenant University have developed a Bank Surveillance System to help check robbery activities in banks. The idea is to locate bank robbers within minutes of robbery and arrest them for prosecution.

This multi-level surveillance system uses a Nomadic Monitoring Unit which is mobile and can display the location of robbers as they move away with their loot because special miniaturized trackers that work with Global Positioning System GPS/Global System for Mobile Communications GSM network have been embedded in some bundles of money. The money tracker sends constant information about the location of the bundle and consequently the location of the robbers.

According to the lead researcher, Dr. Victor Mathews, “We have developed a prototype of this work and tested it. The unit worked perfectly to specifications. The advantages of this system is great, because it will drastically reduce the rate of bank robbery in the society, this is because of the fear of being caught immediately”, he explained.

Dr. Mathews noted that this is one of the contributions of Covenant University to solving one of Nigeria’s fundamental challenges in the financial sector. The project was sponsored by MtoM Technologies Nig. Ltd.
The Essence of our Alumni Association:
The existence of an active alumni association has proven to be crucial for
the development and proper functioning of a University.

The purpose of our Alumni Association is to promote the welfare of
Covenant University and to establish a mutually beneficial relationship
between the Eagles and the University.

We welcome you to the Eagles fold.

Covenant University Alumni Association
.....Building Networks of Change.

Chapters: Lagos - Ota - UK - USA
www.covenantuniversityalumni.net
Secretariat.alumni@covemunftiversity.edu.ng
+234(0) 704-361-8212
2014/2015 ADMISSION INTO LANDMARK UNIVERSITY
FULL TIME DEGREE PROGRAMMES IS ON GOING

- COLLEGE OF AGRICULTURAL SCIENCES
  - B.Agr. Agric. Soil Science
  - B.Agr. Agric. Crop Science
  - B.Agr. Agric. Animal Science
  - B. Agricultural Extension & Rural Development
  - B. Agricultural Economics

- COLLEGE OF SCIENCE AND ENGINEERING
  - B.Sc: Computer Science
  - B.Sc: Biochemistry
  - B.Sc: Microbiology
  - B.Sc: Industrial Chemistry
  - B.Sc: Industrial Physics (ICT option, Communication option, Renewable Energy option, Electronic options, Geophysics option)
  - B.Sc: Industrial Mathematics
  - B.Eng: Civil Engineering
  - B.Eng: Chemical Engineering
  - B.Eng: Mechanical Engineering
  - B.Eng: Electrical and Electronics Engineering
  - B.Eng: Agricultural Engineering

- COLLEGE OF BUSINESS AND SOCIAL SCIENCES
  - B.Sc: Accounting
  - B.Sc: Banking and Finance
  - B.Sc: Business Administration
  - B.Sc: Economics
  - B.Sc: Sociology
  - B.Sc: Political Science
  - B.Sc: International Relations

All Academic programmes presented for NUC Accreditation were accredited

Visit our admission website: www.admission.lmu.edu.ng for the application form

Signed: Prof. Matthew Ola-Rotimi Ajayi
Vice-Chancellor, Landmark University