



**SPEECH BY THE VICE CHANCELLOR- PROF. P.N. KIONI**

**ON FRIDAY, 16<sup>TH</sup> JANUARY, 2015**

**DURING THE STAFF RECOGNITION & AWARDS LUNCHEON**

**The Deputy Vice Chancellor, Academic Affairs- Prof. Gerald Muthakia**

**The Deputy Vice Chancellor, Administration & Finance- Prof. Moses Gachari**

**The Deputy Vice Chancellor, RTMCL- Prof. Eng. Paul Wambua**

**Members of the Senate & Management Board**

**Academic and Administrative Staff**

**Good afternoon ladies and gentlemen. It is my pleasure to welcome you to the staff recognition & awards luncheon ceremony. As the saying goes it is better late than never. This luncheon was meant to have been held in December last year but we had to push it forward due to circumstances beyond our control.**

**The year 2014 has seen a lot of developments in the university. We graduated the second cohort under the DeKUT charter which is a notable milestone. The first phase of the Academic Block that consists of lecture halls, laboratories and offices was completed. We are pleased to announce that classes are already being held there and some departments such as the School of Engineering moved to offices in the same building.**

**We also increased the academic workforce of the university to meet the growing population of students and the increased need for expertise in the academic field. To supplement this, the long awaited machines granted to the university under the African Development Bank for the School of Engineering arrived during the last quarter of the year and they are already in use by the Mechanical and Mechatronics engineering department.**

**We held some of the most successful conferences such as the DeKUT International conference on African liberation Efforts Mau Mau conference and the DeKUT first conference on Science Technology and Innovation (STI) and the Kahawa Youth Initiative Conference. These conferences saw overwhelming participation from both local and international participants.**

**Our members of staff published a total of 28 academic publications in this year.**

**In this same year we managed to sign the recognition agreement for KUSU-DeKUT Chapter. As it is now all staff members are represented by a union. This has paved the way for collaboration to improve the welfare of staff within the university.**

**Indeed 2014 was a successful year. Dedan Kimathi University of Technology management will employ this positive principle of staff recognition to encourage staff to perform better to promote the University's values and goals.**

**The overall effect of staff recognition, is improved customer satisfaction through committed and engaged employees who are proud of the University they work for. To boost morale and encourage healthy competition, top performers should be recognized and rewarded for their contribution. The University Management has devised a consistent, fair and highly visible programme where all staff can nominate their peers for recognition based on their outstanding achievements.**

**There are many opportunities and reasons to reward staff. These include:**

- Long service awards**
- Rewards for a job well done for going the extra mile**
- Going above and beyond the call of duty being innovative**

- **Thinking of new and better ways of doing things**
- **Time and money saving initiatives and or**
- **Giving back to the community**

**We urge all members of staff to work towards making 2015 an even more successful year. Further, we would like to encourage staff members to work towards the implementation of departmental visions and the overall vision and objectives of the university.**

**We as management wish you a prosperous year ahead.**

**May God Bless You!**

*DeKUT is ISO 9001: 2008 Certified*

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