



Pioneering Excellence

- Strategic Goals....
programme of action

Making the Covenant University's Vision a reality

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Vice Chancellor

Introduction

Covenant University is a University with a distinctive mission and vision to revolutionize the delivery of tertiary level academics for the Nigerian nation, the African continent and the Blackman with the clear determination to raise a new generation of Leaders and solution providers from the activities of the academic staff and students.

Under the leadership of the Chancellor the articulation of the vision and overall direction of the drive has attained a significant level of momentum. It is into this situation that the Vice Chancellor as the Chief Academic Officer of the University is required to provide effective leadership under the Chancellor to the University community to help actualize and achieve the great vision of Covenant University.

Vision

Covenant University's Vision is

- The development of the total man via the vehicle of education.
- Pioneering Mental productivity
- To produce a generation of leaders and solution providers

State of the Organization

- We have a supportive crop of Leadership – The Chancellor
- We have a visionary platform
 - The liberation mandate
 - The Divine basis for Covenant University
- We have a good crop of staff
- We have investments – financial, materials etc.

■ **Strategic Goals for Achieving Vision 2009:**

1. Pioneering Excellence

1. Pioneering Excellence as Teachers
2. Pioneering Excellence as Researchers
3. Pioneering Excellence as Workers
4. Pioneering Excellence as Persons

2. Achieving Cutting Edge

1. Cutting Edge in Equipment usage
2. Cutting Edge in Staff Output
3. Cutting Edge in Knowledge
4. Establishing benchmarks for linkages across the African/World contexts
5. Developing effective utilising of on line linkages for knowledge banking and access

3. Producing Quality Students

1. Developing an effective Academic adviser / Student mentoring programme
2. Developing a career Counselling/Preparatory programme
3. Establishing the self development centre

4. Achieving Staff Engagement in the Vision implementation

1. Staff Commitment in time and effort
2. Staff involvement in execution and implementation of Programmes

5. Making Community Impact

1. Relevant Public Lectures/seminars
2. Major Public ideas contribution
3. Community impact programming



Process

Details of the different contents
and implementation contents
for ongoing discussions and
development of timelines
covering areas to be
addressed



Theme for Achieving Vision 2005:

Goal No 1 : *Pioneering Excellence*

Translates into

1. Pioneering Excellence as Teachers
 1. Teaching Quality Assessment implementation
 2. Teaching standards communication
 3. Teaching skills development
2. Pioneering Excellence as Researchers
 1. Implementing a research policy
 2. Setting up an effective research standard
 3. Creating a research mentoring process
3. Pioneering Excellence as Workers
 1. Determining core values with work
 2. Establishing ethics and work targets
 3. Setting performance targets
4. Pioneering Excellence as Persons
 1. Developing personal skills
 2. Enhancing self development

Goal No 2 : *Achieving Cutting Edge*

1. **Cutting Edge in Instructional/information Technology**
 1. The use of software and computers across all learning contexts
 2. Identify essential parameters and processes for e-learning
 3. Weaving in current I.T. approaches as identified in Universities with best practice drive

2. Cutting Edge in Equipment usage

1. Enhancing research and development of equipment for enhanced output
2. Monitoring the usage of equipment and enhancing performance and output

3. Cutting Edge in Staff Output

1. Developing up to date practices for enhancing staff performance
2. Cutting edge in collaborative developments

4. Cutting Edge in Knowledge

1. Establishing benchmarks for linkages across the African/World contexts
2. Developing effective utilising of on line linkages for knowledge banking and access

Goal No 3 : Producing Quality Students

1. Developing an effective Academic adviser / Student mentoring programme

1. Kick off the student academic advisory programme
 2. Ensure effective training of staff in advisory roles
 3. Develop processes for benchmarking/target setting and accountability
- ### **2. Developing a career Counselling/Preparatory programme**
1. Develop an effective transition programme
 2. prepare current sets for post graduation pathways
- ### **3. Establishing the self development centre**
1. Determine and recruit staffing
 2. Installing quality staff and equipment
 3. Establishment of targets and accountability processes

Goal No 4 : *Achieving Staff Engagement in the Vision implementation*

1. **Staff Commitment in time and effort**
 1. Developing effective core values transmitting
 2. Communicating effective core values driven benchmarks
2. **Staff involvement in decision making/idea generation**
 1. Enhancing the effectiveness of Staff Parleys
 2. Creating effective ideas generation contexts
 3. Creating effective feedback processes
3. **Staff involvement in execution and implementation of Programmes**
 1. Developing the utilisation of committees and taskforces
 2. Identification and involvement of staff in critical assignments
 3. Ensuring leadership mentoring processes and accountabilities
4. **Staff commitment to the Covenant University Brand**
 1. An effective articulation of the Covenant University brand
 2. A determination of core values of the brand
 3. An establishment of benchmarks and standards for measuring brand assimilation and actualisation

Goal No 5 : *Community Impact*

1. **Relevant Public Lectures/seminars**
 1. Developing a policy and timetable for public lecture
 2. Establish effective benchmarks and targets for public lecture delivery both internal and external



2. Major Public ideas contribution

1. Establishment of an essential format for contributing to public issues
2. Creation of effective media linkages for communicating programmes, ideas etc.
3. Creating challenge based research project teams to address essential matters relating to the public

3. Community impact programming

1. Community town and gown collaboration policies and programmes
2. Development of interactive processes for Community impact