

OUR VISION

A driving force for transforming Babcock University into a center of excellence through assuring institutional effectiveness.

OUR MISSION

To uphold Babcock University as a center of excellence, through quality development and management of personnel and materials in teaching and learning, research, and spirituality.

OUR CORE VALUES

Trust in God

Integrity

Persistence

Excellence

Diligence

Service

Loyalty to Seventh-day

Adventist Heritage

INSIDE THIS ISSUE:

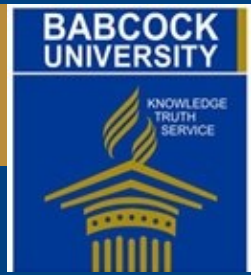
- Editorial 1
- Inspiration 1
- Orientation for New Faculty and Staff 2
- Take The Authority Given 3
- OIE Staff Development Seminar 4

Editor-in-Chief:
Constance C. Nwosu
Editor: Bolanle Owojori

Anchor

...assuring effectiveness, keeping the promise

A publication of the Office of Institutional Effectiveness



EDITORIAL NEVER GIVE UP !

Anchor is back again, and I praise God for that! One of the core values for the Office of Institutional Effectiveness is “persistence”, and so we never give up despite our challenges. That is why we never give up on publishing our Anchor newsletter. Sometimes it disappears for a while, but by God’s grace, in spite of how long it takes, we bounce back and it resurfaces.

We agree with Babcock's maxim that “Failure is not an option” God does not want us to give up on

ourselves or on life, or on our responsibilities no matter how difficult or challenging they are. He does not want us to give up due to fear or lack of appreciation. That is why He tells us in 2nd Timothy 1:7 that “He did not give us a spirit of timidity or cowardice or fear but He has given us a spirit of power and of love and of sound judgment and personal discipline { abilities} that results in a calm, well balanced mind and self-control” (Amplified) And in Galatians 6: 9, He admonishes us not to grow weary or become discouraged in doing good for at the proper time we will reap, if we do not

give in {Amplified }

I pray that the Lord will continue to bless us with courage and strong will as we continue to serve Him.



Constance C. Nwosu, Ph.D
Associate Vice-President,
Institutional Effectiveness

INSPIRATION

The people of God will not be free from suffering; but while persecuted and distressed, while they endure privation and suffer for want of food, they will not be left to perish. That God who cared for Elijah will not pass by one of His self-sacrificing children. He who numbers the hairs of their head will care for them, and in time of famine they shall be satisfied. While the wicked are dying from hunger and pestilence, angels will shield the righteous and supply

GOD'S PEOPLE PROTECTED

their wants. To him that “walketh righteously” is the promise; “Bread shall be given him; his waters shall be sure” (Isaiah 33:15, 16). “When the poor and needy seek water, and there is none, and their tongue faileth for thirst, I the Lord will hear them, I the God of Israel will not forsake them” (Isaiah. 41:17).

“Although the fig tree shall not blossom, neither shall fruit be in the vines,” ... yet shall they that fear Him “rejoice in the Lord” and joy in the God of their salvation (Habakkuk 3:17, 18)....”The sun shall not smite thee by day, nor the moon by

night. The Lord shall preserve thee from all evil: He shall preserve thy soul” (Psalm 121:6, 7). “He shall deliver thee from the snare of the fowler, and from the noisome pestilence. He shall cover thee with his feathers, and under His wings shalt thou trust... Because thou hast made the Lord, which is my refuge, even the most High, thy habitation; there shall no evil befall thee, neither shall any plague come nigh thy dwelling” (Psalm 91:3-10). Those who receive the seal of the living God and are protected in the time of trouble must reflect the image of Jesus fully.

ORIENTATION FOR NEW FACULTY AND STAFF



Pastor Elijah Adewunmi, Division of Spiritual Life

Newly employed faculty and staff have been charged to demonstrate love and compassion while discharging their duties to the students and the general public. Pastor Elijah Adewunmi of the Division of Spiritual Life gave the charge in his devotional message at the orientation program for new faculty and staff. The program organized by the Office of Institutional Effectiveness to acquaint new faculty and staff with Babcock environment, values, and principles was held at the Vice Chancellor’s administrative boardroom on March 2, 2020.

In his devotional message centered on Love, Pastor Adewunmi, who represented the University Pastor and Associate Vice President for Spiritual life, observed that all the ten commandments of God revolve around love, and urged participants to demonstrate love in all their dealings, because God is Love. He encouraged them to contribute their quota to the growth and development of Babcock University. Pastor Adewunmi also noted that most of the challenges we face in the society is due to a lack of love for one another.

Welcoming the new employees to Babcock, the Director for Human Resources, Dr. Abiola Makinde, advised them to shun wrong practices such as hypocrisy and eye service. Observing that the right attitude will promote them, she advised them to

serve God by carrying out their duties faithfully and diligently.

While delivering an address titled “Code of Ethics and conduct for Babcock University” Dr. Makinde urged the newly employed faculty and staff to maintain a resolute focus in helping Babcock University achieve her clearly defined mission of “Building leadership through Christian education, transforming lives, impacting society for positive change.” She urged them to demonstrate competence, commitment, and character, and project Babcock University’s image with dignity and integrity. She also encouraged them to read the *Employee Handbook* so as to have a full grasp of what is expected of them. Noting that there are penalties for misconduct, she cautioned them against undesirable behavior.

In his address, Professor Iheanyinchukwu Okoro, the Deputy Vice Chancellor, Academics welcomed the new faculty and staff on behalf of the Vice-Chancellor and Governing Council. Professor Okoro emphasized team spirit as a key ingredient to success, and enjoined them to add value to their respective units and Babcock University by being innovative and committed to work. He counselled on the



Professor Iheanyinchukwu Okoro addressing newly employed staff

need to communicate with decorum and follow standard communication channel. He also advised them to refrain from the use of profane language.



Dr. Biola Makinde encouraging participants at the orientation.

Pastor Adelowo Adetunji, the Director for Ellen G. White & SDA Research Center, in his presentation took the new employees through a brief history of the Seventh-day Adventist Church. He described the Seventh-day Adventist church as a “Conservative Christian body, worldwide in extent, evangelical in belief, and professing no other creed but the Bible.” Expounding on the Latin phrase *sola scriptura*, meaning the “Bible alone”, he stated that the Bible is the only standard of faith and practice for the Seventh-day Adventist. He admonished participants to live a life that reflects the character of Christ, because an account of stewardship will be given to God at the end of the day.

From the Division of Student development, Mr. Benjamin Ako who represented the Vice President for Student Development, stressed the need for discipline, commitment, and collaborative efforts if the university’s mission of transforming lives is to be realized. Noting that discipline is an unavoidable part of the training and transformation process, he reiterated the need for staff to live above board and be of sterling character. He encouraged them to live a life worthy of emulation and be positive role models to the students. He also advised them not to engage in activities that are at variance with Babcock University core values.

Stating that God is the Chief Security Officer, the Director for Security Services, Dr. Chukwuma Ajike, stressed the need to be security conscious because security is a

"TAKE THE AUTHORITY GIVEN"

... Professor Nwosu enjoins Teachers



Prof. Constance C. Nwosu giving the mandate

“Teachers need to discover how they can take the authority given to them and use it”. The Associate, Vice President, Institutional Effectiveness, AVP,IE, Professor C.C Nwosu, made this known during the Integration of Faith and Learning Workshop for the academic staff held on the 26th of February 2020. Noting that teacher’s attitude towards the teaching process goes a long way in determining students’ interest and seriousness, the AVP,IE opined that the teacher possesses great influence which should be used positively to mentor students.

The workshop which had fifty six academic staff in attendance, began about 1.00 p.m. at Babcock Investment Group (BIG) Boardroom with a board work exercise for participants. Participants were asked to itemize their strategies, goals and objectives for effective teaching. The exercise was partly aimed at teaching participants how to gain students’ attention and keep them productively busy be-

fore lecture commences.

Aside from the suggested definition of teaching already given by the presenter, participants were encouraged to come up with their own definitions. A pleasant and interesting discourse ensued as they gave several explanations. A participant described teaching as ‘passing information to students and touching their lives’, while another termed it as the “process of guiding someone into understanding.” Drawing examples from the Bible, it was observed that teaching is a divine calling, and the Christian teacher should replicate Christ in His teachings.

Another round of healthy debate on what teaching is followed. One of the participants expressed the opinion that teaching goes beyond mere transfer of knowledge. Participants agreed that teaching is the impartation of knowledge in order to bring about a positive change in behavior. A participant stated that teaching is “intervention to proffer a solution, and involves sensitizing people to have a way of thinking and thinking right.”

In the course of the workshop it was noted that teaching and Christian Teaching are worlds apart.

Christian teaching is not just about the dissemination of knowledge. Christian teaching involves sharing and explaining to others our knowledge of the relationship between God and us. It is a ministry given by God to help someone grow in his or her life with God. Christian teaching is a ministry which helps a person learn about God so that his or her life can be transformed.

Participants also learned that Christian teaching transcends the presentation of facts alone. The presenter opined that “Christian teaching is a ministry which leads the learner into obedience to the word of God, and it is obedience to God’s word that leads to a right relationship with Him. Christian teaching is helping a person learn about God so that God can effect changes in his or her life . The Christian teacher teaches for results in the student’s life. In Christian teaching God is at the center, and every teaching revolves around Him.

➔ Cont’d on page 4



Participants in an interactive session during the workshop

“Take The Authority Given”

➔ Cont'd from page3

Participants were encouraged to emulate Jesus Christ who was a symbol of authority while on earth. Jesus Christ was goal oriented, very focused and did not allow distraction while delivering His earthly assignment.

While emphasizing the need to identify purpose before the vision can be delivered, Pastor Theodore Dickson, a senior lecturer in the Department of Religious Studies and co-facilitator at the workshop asked participants to define their reasons for being at Babcock University. He further said that Jesus had a manifesto; He was aware of His mission on earth and, therefore, He was able to fulfill His assignment.

In her concluding statements, Professor C..C Nwosu, the facilitator stressed for the participants the need to be always prepared. She further advised “As you prepare, ask the Lord to give you a sense of confidence knowing that you are representing Him.”

Orientation For New Faculty and Staff

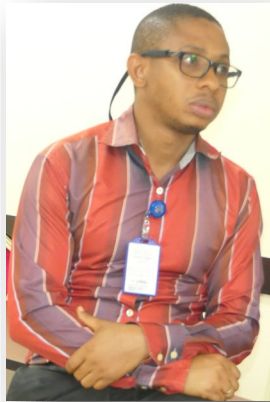
➔ Cont'd from page2

collective responsibility. He enjoined the new employees to obey university rules and regulations and avoid unnecessary conflict.

Another presentation made at the orientation for the new faculty and staff was on the topic “Psychological Contract.” This presentation was delivered by Mr. Lordson Okegbe of the Office of Institutional Effectiveness (OIE).

Addressing the participants, Professor C.C Nwosu, the Associate Vice President, Institutional Effectiveness (AVP,IE,) echoed the need for a collective effort to move Babcock University forward. She re-emphasized the need for Babcock core values to be their watchword, and admonished participants to ask God for the grace to live right. She also advised them to always take responsibility for their actions and make the pursuit of excellence a

OIE STAFF DEVELOPMENT



Mr. Lordson Okegbe

As part of efforts at enhancing staff development and growth within the department, the Office of Institutional Effectiveness has a monthly in-house presentation for members. The presentation which was held at the Office of the Associate Vice President, Institutional Effectiveness on Tuesday 25th February 2020 had in attendance all members of the department.

Speaking on the topic “Psychological Contract” the presenter Mr. Lordson Okegbe, a staff of the department defined ‘psychological contract’ as an “unwritten contract formed at the start of employment relationship that borders on expectation, obligations, or promise between the employer and employee.” He

life goal.

Participants at the orientation program also aired their views. Mrs. Adesanya, one of the participants, described the orientation program as a worthy exercise. Mr. Samuel Abo-larin said that the orientation has impressed on him the need to develop himself further so as enhance his services to Babcock University. He also learnt that he is accountable to God. Pastor Goodluck Ajuzie said that he has learned to do his work diligently without being benefit oriented.

described psychological contract as an interesting and intriguing concept because it only exists in the minds of the parties involved, and that expectations of one party might differ from that of the other due to the absence of a formal agreement.

Mr. Okegbe also opined that a psychological contract breach occurs when there is a disparity in expectations from the employee and a disagreement on the extent to which such expectations have been satisfied. To avoid conflict that may arise as a result of psychological contract breach, Mr. Okegbe emphasized the importance of communication as a great tool in bridging psychological contract breaches

He stated that employment relationships can be categorized into transactional and relational types. Transactional psychological contracts are specific monetizable exchanges over a period of time which are economically based and short term oriented, while relational transactional contracts include terms such as loyalty and stability. He opined that the employee with a relational mindset is willing to go the extra mile in achieving set goals and objectives.

In her remarks after the presentation, the Associate Vice President for Institutional Effectiveness Professor C.C Nwosu, reiterated the need for communication and clarification between the employer and the employee, while the Director for Quality Assurance and Control Mr. N. H. A. Agbanyim advised participants to be dedicated in the performance of their duties.

Our Office Slogan

Pre: Prevent Inefficiency

D: Detect Challenge

A: Act on it

T: Transform through Negotiation.

E: Encourage Effectiveness and Compliance

**Just
PreDATE
It!**