



SMU^{In} *STRIDE*

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Committed to Excellence!

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Editorial

Greetings to all our valued readers,
Welcome to Volume 26, Number 69, December 2024 issue of SMU in Stride.

Teaching and Learning Highlights

This edition covers an insightful piece on St. Mary's University 2024 Student Clubs and their remarkable activities. Additional highlights include the Award Ceremony recognizing outstanding CDEE instructors, it also includes the Role of Students in Quality Assurance, the Annual Plan Review Session, and the St. Mary's Students' Cultural Extravaganza.

Research and Development Features

Our Research and Development column celebrates a milestone achievement of the Mizan Law Review. We also bring you highlights from a Training on Enhancing Grant Writing Skills and an Orientation session on Thesis and Manuscript Writing.

Partnerships, Outreach, and Community Services

This section comprises new collaborations, including the signing of a Strategic Partnership Agreement between SMU and YOD Business Solutions, and the formalization of a partnership with Amref Health Africa. We also share an event honoring SMU's recognition by Lideta Sub-City.

Administrative News

The Administrative News column highlights key initiatives aimed at fostering staff growth and awareness. These include a Comprehensive Induction Session for new employees, as well as training programs on Stress Management, Kaizen practices, and the Legal Framework of Employer-Employee Relations.

We extend our heartfelt gratitude for your continued support and contributions to our newsletter. Your feedback and suggestions are warmly encouraged as we strive to improve and evolve.

Happy reading!

International Relations and Communication Office St. Mary's University

NEWS AND EVENTS

Teaching and Learning

A Collaborative Path to Academic Excellence

St. Mary's University held its annual staff general meeting on October 07, 2024, at the Undergraduate Campus Multipurpose Hall. The meeting was chaired by Wondwosen Tamrat, PhD, founder, and President of St. Mary's University, and was well attended by Instructors, Department Heads, Faculty Deans and other staff members. The primary focus of the meeting was to review the major performance highlights of the 2016 E.C. academic year and to prepare for 2017 E.C. academic year. The event also aimed to outline the major academic tasks for the year that require active involvement from the academic staff.



After the opening remarks, different offices presented their achievements and challenges. During his presentation the ICT Director highlighted that the University's strides towards digitalizing teaching, learning, assessment, and communication through the Learning Management System (LMS) and Outlook.

All LMS materials, including curricula, course outlines, references, and assessment materials, have been uploaded, marking significant progress toward a paperless and digitized University environment. The director of the Centre for Educational Improvement and Quality Assurance (CEIQA), explained about online evaluation of teachers by students. While acknowledging areas for improvement, the results were deemed encouraging. On his presentation SMU Testing Centre representative, emphasized on preparing up-to-date and standardized assessment materials. He clarified that all exams are carefully evaluated and standardized by the exam committee, following a standardized "Assessment Guideline."

During his presentation Research and Knowledge Management Office (RakMO), Director briefed attendees on the University's research undertakings and encouraged increased research participation among staff. The Career and Internship Unit Head then discussed the unit's success in facilitating practical apprenticeships at various organizations, significantly enhancing students' employability.

Finally, Misraku Mola,(PhD), the Academic Vice President, underscored the major academic tasks for the year. These include increasing staff engagement in research, publication, and conference participation; implementing performance-based staff recognition and promotional packages; designing strategies to support low-performing students; engaging instructors to enhance students' preparation and success in Higher Education Entrance Examinations (HEEE); and creating awareness and implementing new teaching methodologies, such as the Flip Methodology, which will be uniformly adopted across all courses. He emphasized the importance of using LMS in teaching, learning, and assessments.

The meeting concluded with a lively discussion, during which participants raised academic and administrative issues and provided valuable feedback. The University President appreciated

the contributions and highlighted the importance of such platforms in maintaining and enhancing the University's performance. This meeting set a collaborative tone for the 2017 E.C. academic year, focusing on continuous improvement and academic excellence.

St. Mary's University 2024 Student Clubs Award Ceremony

St. Mary's University Student Support Service Office (SSSO) organized the annual Student Clubs Award Ceremony on October 17, 2024, at the Multi-Purpose Hall, Undergraduate Campus. The event commenced with a welcoming speech by Hirut Ebdo, Head of the Student Support Services Office, followed by an opening address from Wondwosen Tamrat, (PhD) president and founder of the University. He emphasized the vital role of university clubs in enhancing students' extracurricular activities, which develop their soft skills, foster interaction, and promote the exchange of knowledge. He also highlighted the university's significant achievements in this area and assured ongoing support for club activities.



During the event, each club presented its mission, objectives, challenges, and accomplishments.

Certificates of appreciation were awarded to all clubs, with the Computer Science Club receiving the Best Club Award. The event featured cultural dance performances, poetry, and other activities.



SMU Recognizes CDEE Instructors

St. Mary's University held a recognition program and discussion session at its Undergraduate Campus to recognize the instructors involved in the Comprehensive Degree Exit Exam (CDEE) on December 12, 2024. The event began with an introduction and insightful presentation by Misraku Molla (PhD), the Academic Vice President. He provided a detailed progress report on the CDEE in which he covered key areas, such as student support activities, major strengths, challenges, and future plans. The Vice President highlighted that the University is currently offering CDEE-I (2014A) and CDEE-II (2013) entry students with about 60 instructors who are actively participating in the program. Most of these instructors attended the orientation program and have proficiently been trained in the Flip methodology. In terms of student support activities, he further remarked that the students needing additional assistance were identified, and selected instructors have started tutorials.



The event continued with the discussions chaired by Wondwosen Tamrat (PhD, Asso. Prof). The session featured numerous questions and comments about the CDEE program, fostering engaging dialogues with the University's top management.



The program concluded with the awarding of certificates of recognition to seventy-one instructors for their exemplary contributions in the delivery of the CDEE. Special recognition prizes were also given to the instructors who demonstrated exceptional contributions. Additionally, the Department of Management was honored with a trophy for its outstanding excellence, having achieved the highest pass rate for its students in the HEEE results. This recognition underscores the University's commitment to educational excellence and its profound appreciation for the dedication of its instructors.

Plan Dissemination and Performance Report Session

On December 26, 2024, the Business & Administration Division of St. Mary's University held a comprehensive plan dissemination and performance report session at the Syndicate Room.

The session, led by Ato Desalegn Berie, Vice President for Business and Administration, was attended by the division staff.

The presentation detailed the planning process which was described as bottom-up, participatory, and consultative. Key documents, such as legislation, the strategic plan, the operational manual, and last year's plan were consulted and various office resources were utilized in the planning process.

The implementation process emphasized understanding the plan, documenting the plan readily accessible, prioritizing tasks, meeting execution deadlines, evaluating performance, reporting and documenting planned and unplanned activities.

The report reviewed showed the performance of 62 planned activities that were evaluated based on

evidences. Core activities included conducting a staff satisfaction survey on the division's services, holding four awareness creation sessions for 131 core staff members, conducting a SWOT analysis and updating the division's operational manual.

The session also addressed various challenges encountered during the 2016 EC, provided insights and strategies for overcoming them in the future. Overall, the session was a comprehensive review of the division's efforts and achievements over the previous year, setting a clear path for the future success.

The Role of Students in Quality Assurance

The Center for Educational Improvement and Quality Assurance (CEIQA) of St. Mary's University, in collaboration with the Quality Enhancement Committee (QEC) under the President's Office, held an awareness creation session for undergraduate student representatives on December 24, 2024. The event took place at the Undergraduate Campus, Multipurpose Hall, and it was facilitated by the Student Support Service Office (SSSO).

Ato Shegaw G/Medhin, Director of CEIQA, who was leading the session, highlighted the significant role students play in ensuring and improving the quality of higher education. He further explained that each semester, students evaluate their instructors using a detailed checklist. This feedback is crucial for enhancing the teaching-learning process and for decisions regarding staff tenure. Additionally, students assess certain courses at the end of each semester, providing insights for curriculum updates. Students also participate in a comprehensive satisfaction survey that evaluates various university services, including teaching, administrative services, the registrar, student support services.



Ato Shegaw also clarified that students are entitled to representation in all the University's decision-making bodies, such as the Senate, Academic Council, Faculty Council, and Department Council. Class representatives serve as a vital communication link between students and the University administration. They advocate for their classmates' interests and concerns, help resolve conflicts within the class, form tutorial groups to support students who are struggling academically, and collaborate with student union leaders to propose and advocate for policy changes. This system ensures that students have a voice in shaping their educational environment and policies.

Annual Plan Review Session

St. Mary's University held its Annual Plan Review Session at the Main Campus from December 19 to 21; 2024. The session was aimed to evaluate the annual plan for the 2024/25 academic year. The meeting was opened by Ato Desalegn Berie, Chairperson of the Planning and Resource Development Steering Committee, who emphasized the importance of the review session.

Ato Shegaw G/Medhin, Head of the Center for Educational Improvement and Quality Assurance (CEIQA), provided an overview of the planned activities, highlighting the significance of each Strategic Plan (SP) and detailing the university's budget allocation by departments and faculties.

Over the three-day session, each planning unit presented their annual plans. They outlined the steps taken in preparing the plans, the documents consulted, the members involved, the budget allocated, and the new plans proposed.



Each day's session concluded with the University's top management feedback and participant's engagement. This collaborative effort aimed to refine and enhance the planning process for this academic year.

A Cultural Extravaganza

St. Mary's University Undergraduate Campus came alive with a vibrant cultural extravaganza organized by the Student Support and Services Office in collaboration with the Student Union and the Student Wellness and Success Unit on December 19, 2024. The annual event aimed to showcase Ethiopia's rich cultural heritage.



The event began with an opening speech by Ato Tedla Haile, Executive Academic Vice President of St. Mary's University. He emphasized the importance of such cultural events in fostering unity among various ethnic groups. He praised the students for their enthusiasm and creativity, highlighting the need for them to cherish their cultural heritage, which reflects the nation's diverse beauty.



The students, dressed in colorful costumes, represented Ethiopia's diverse cultures, showcased a variety of cultural performances. The event featured a fusion of multiple cultural groups performing traditional dances in unison, vividly portraying the country's rich heritage.



The cultural celebration was further enlivened by the presentation of poems and various interactive activities, and games. The poems expressed the students' love and pride for their country, and further highlighted the challenges and opportunities of living in a multicultural society.

The entire performance captivated the audience, and made the event a memorable celebration of Ethiopia's cultural diversity.

Salesmanship in Action

The Department of Marketing Management of St. Mary's University has organized a Marketing Trade Show under the theme "Salesmanship in Action" which was held from December 30, 2024 to January 1, 2025, at the University's Undergraduate Campus.



Students from the Marketing Management Department at St. Mary's University showcased their innovative projects; blending theory with practice. The event highlighted the creativity and dedication of our future marketing leaders.

Comprehensive Orientation for New Remedial Program Students

On December 19, 2024, St. Mary's University conducted an extensive orientation for new students enrolled in the remedial program for the Ethiopian calendar year 2017. The event took place at the Main Campus and aimed to familiarize students with the University's expectations and the specifics of the remedial program.

Ato Tedla Haile, the Executive Vice President, warmly welcomed the students and provided a thorough introduction to the university's goals and the objectives of the remedial program. He also touched on essential and relevant aspects of the program, ensuring that students understood what is expected of them.

Manaye Adela, Head of the Department of Basic Courses, detailed the curriculum and teaching methods, along with student assessments and academic regulations of the program.

Solomon Bekele, Head of the Registrar's Office, covered crucial topics such as the registration process, attendance policies, the academic calendar, ID card distribution, class assignments, and various support and communication methods.



SMU Welcomes New Students

On December 10, 2024, St. Mary's University held a lively welcoming ceremony at the Undergraduate Campus for its newly admitted undergraduate students. The event, organized by the Student Support Services Office (SSSO) in collaboration with the Students' Union and the Literature and Entertainment Clubs, aimed to introduce students to the university's academic and social opportunities and inspire them to pursue their goals with passion and discipline.

The ceremony began with an inspiring speech by Hirut Ebdo, Head of the SSSO. She encouraged students to actively participate in extracurricular activities to enhance their learning experience. Hirut also highlighted the various facilities and resources available on campus, such as libraries, the ICT center, the guidance and counseling office, and the clinic. She emphasized that students could access a range of support services through the Student Service and Support Office.

During the ceremony, representatives from various student clubs introduced their organizations, inviting new students to join and engage in diverse activities and events. The clubs cater to a wide array of interests, including academic, cultural, artistic, and social pursuits. Some of the clubs mentioned were the Speech and Debate Club, Literature and Entertainment Club, Book Club, Computer Science Club, and Hagerigna Club.

An experience-sharing session by graduating students added a personal touch to the ceremony. They shared their stories, achievements, challenges, and lessons learned, offering valuable advice and guidance to the new students on navigating the academic and social aspects of university life.

The event also featured a variety of engaging activities such as question-and-answer sessions, various game challenges, dance performances, drama, and poetry recitals. These activities not only added fun and excitement to the ceremony but also fostered interaction and friendship among the students.



Orientation for New Undergraduate Students

St. Mary's University (SMU) welcomed its new undergraduate students for the 2017 E.C. Academic Year with a comprehensive orientation program held on November 6 and 7, 2024 at the Mexico Campus. The sessions were designed to introduce the students to the university's environment, resources, and expectations, ensuring a smooth transition into their academic journey.

The orientation began with a warm welcome by Ato Tedla Haile, the Executive Vice President of SMU, who briefed an overview of the university, its programs, and facilities. He emphasized the salient of abiding by the rules and regulations of the university to keep a conducive learning environment.

Misraku Molla (PhD), the Academic Vice President, made informative speech about the university's expectations regarding the students' academic performance and conduct. He encouraged them to engage actively in their studies and made them the beneficiaries of the opportunities provided by the university.





During the orientation sessions, representatives from various offices provided the newly admitted students with a comprehensive overview of the support services available to them. Among others, the registrar's office detailed key administrative processes, including registration, attendance policies, the academic calendar, ID card distributions, class assignments, and the various techniques of support and communication.

Moreover, the ICT Unit enlightened the students about the internet services, network infrastructure, online responsibilities, and the learning management

system. It ensured that they are well-equipped to navigate the digital aspects of their academic experiences.



The Student Service Support Office urged the students to take part in extracurricular activities to enrich their learning experiences. They were also informed about the resources available at the university, such as the libraries, ICT centers, guidance and counseling office, and clinic.

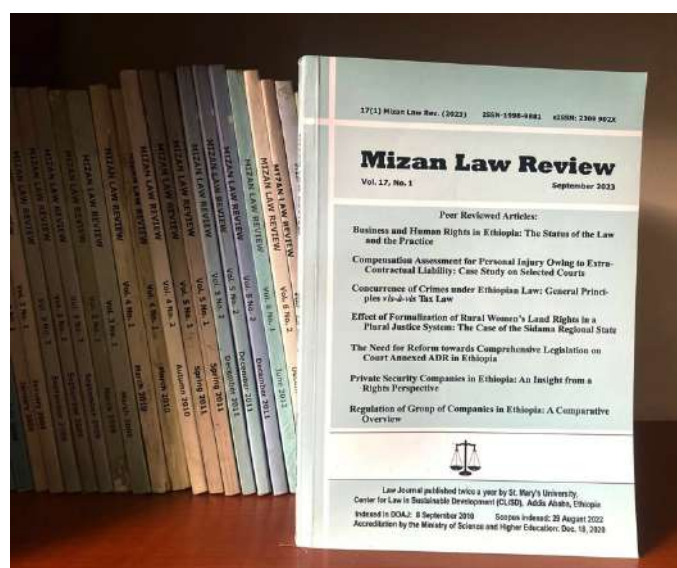
The orientation sessions were attended by the students, provided them with a clear insight into the university's offerings and expectations. SMU is committed to supporting its students throughout their academic journey and ensuring that they would be successful in their experiences.

Research and Development

Celebrating a Remarkable Achievement!

St. Mary's University has announced that the Mizan Law Review has been awarded a prestigious three-star rating by the Journal Publishing and Practices Standards (JPPS) framework. This esteemed recognition places the journal among the top-rated publications on the African Journals Online (AJOL) platform, alongside the renowned South African Journal of Science.

The three-star rating signifies "Consistently excellent in all the technical and editorial publishing best practices" as outlined in the JPPS assessment criteria. This remarkable achievement is a testament to the unwavering dedication and meticulous efforts of the Mizan Law Review's editorial team. Their commitment to maintaining high standards in scholarly publishing has been instrumental in earning this honor.



Mizan Law Review is remarkable for its peer-reviewed original scholarly articles that delve into and analyze legal concepts, principles, and stipulations based on rigorous research. The journal

focuses on Ethiopian laws, comparative laws, and various themes under international law. Additionally, it publishes non-peer-reviewed thematic comments, notes, and case comments, further enriching its academic contributions.

The Center for Law in Sustainable Development (CLiSD) at St. Mary's University, which publishes the Mizan Law Review, has played a pivotal role in fostering legal scholarship and advancing the understanding of law in action. This recognition marks a significant milestone for the University and the editorial team, reflecting their dedication to excellence in legal research and publication.

St. Mary's University extends its heartfelt appreciation to the editorial team and all contributors for their consistent involvement and contributions that have made this achievement possible. Congratulations to the Mizan Law Review for this outstanding accomplishment, and the University looks forward to witnessing continued excellence in other publications.

Enhancing Grant Writing Skills

Office of the Vice President for Research and International Relations (OVPRIR) of St. Mary's University organized a second round of an insightful grant writing workshop on November 29, 2024, at the Main Campus Syndicate Room.

Professor Abebaw Yirga from Addis Ababa University (AAU) led the session with an engaging presentation on the intricacies of Research Grant Writing. The training aimed to provide participants with crucial knowledge, practical skills, diverse perspectives, and the motivation needed for successful grant writing. Professor Abebaw delivered a thorough overview of the grant writing process, explaining the essential elements of a grant proposal.

A significant highlight of the session was Professor Ababaw's emphasis on understanding the perspective of funding agencies. He advised participants to thoroughly comprehend the priorities and goals of funders and to tailor their applications to meet these criteria. The session was highly interactive, with participants actively engaging by asking questions and seeking clarifications on various aspects of grant writing.

The workshop concluded with a Q&A session, where participants received detailed explanations and further insights on securing grants. The comprehensive training session provided valuable knowledge and practical tools to enhance the grant writing capabilities of the attendees.



SGS Orientation Session

St. Mary's University's Student Support Service Office (SGS) organized in collaboration with other offices a half-day orientation session for new postgraduate students for the 2017 E.C. Academic Year. The event took place on November 30, 2024 at the Main Campus and aimed to introduce the students to the University's environment, resources, and expectations, ensuring a smooth transition into their academic journey.



The orientation program was designed to help the students recognize their roles and responsibilities. It emphasized the importance of abide by the university's policies, rules, regulations, and standards of conduct. Experts from various departments participated in the session, and provided valuable insights and guidance.

During the session, representatives from the Student Support Service and Dean Office of the School of

Graduate Studies briefed the students on their roles and responsibilities during their stay at the University. The Research and Knowledge Management Office (RaKMO) provided an overview of the University's research thematic areas, research conferences and publications. Additionally, the Registrar's Office and the Library oriented the students about their services. The session concluded with an interactive Q&A segment where incoming students actively participated, seeking advice and further clarifications on their queries. This comprehensive orientation program ensured that the new postgraduate students will be well-prepared to embark on their academic journey at St. Mary's University.

Orientation on Thesis and Manuscript Writing

On November 2, 2024, St. Mary's University's Student Support Service Office (SGS) organized a half-day orientation session for prospective postgraduate students of the 2017 E.C. The event aimed to provide: essential guidance on thesis preparation, manuscript writing, students with the necessary materials and information for their research journey.

The orientation featured presentations from experts

across various departments, including Tesfaye Tilahun (PhD) from the School of Graduate Studies, Ato Samuel Fantaye from the Student Support Service Office, and Matheas Shimelis (Ass. Prof.) from the Research and Knowledge Management Office. They shared valuable insights into the university's thematic research areas, effective thesis writing techniques, and the importance of ethical research practices. In addition, the session included crucial guidance on manuscript writing, a requirement introduced by the university's latest senate legislation.

Key topics covered during the session included the structure and format of the thesis, clarity in academic writing, and adherence to institutional guidelines. The event also highlighted the resources available to the students to support their research efforts.



Partnership, Outreach and Community Services

SMU and YOD Business Solutions Sign Strategic Partnership Agreement

St. Mary's University and YOD Business Solutions, a leading IT solutions and service provider, signed a Memorandum of Understanding (MoU) in the Syndicate Room on November 30, 2024. The partnership aims to enhance mutual capabilities by collaborating on various IT projects, consultancy services, and promoting business-driven solutions. It also focuses on job creation, training capacity building, and providing internship opportunities. Key areas of collaboration include internships and apprenticeships, innovative technology projects, implementing Enterprise Resource Planning (ERP) systems for educational institutions to optimize their operational processes and offer specialized consultancy and tailor-made training services. This partnership has been set to foster a dynamic environment for growth and

innovation, benefiting both the University and the business community.



SMU and Amref Health Africa Formalize Partnership Agreement

St. Mary's University and Amref Health Africa, under the USAID-Integrated Youth Activity (IYA) –

Kefeta, have signed a Memorandum of Understanding (MOU) on December 17, 2024.

The collaboration aims to facilitate youth employment opportunities. As part of the agreement, St. Mary's University will join the national Ethiopian Higher Education Alliance (EHEA) to engage students in Kefeta activities provide need-based trainings for graduates, support youth empowerment initiatives, and share relevant research findings. On the other hand, Amref Health Africa will link the University with private employers, support the University's Career and Internship Unit (CIU) with trainings and technical assistance, offer Kefeta services to students, and exchange research insights.



Amref Health Africa, which has been active in Ethiopia since the 1960s and operational since 2002, leads the USAID-Integrated Youth Activity (IYA), which empowers Ethiopian youth to advance their economic, civic, and social development, foster resilience and community growth.

The partnership marks a significant step towards empowering the graduates and enhancing their employment prospects.

A Public Lecture on Ethiopian Capital Market Ecosystem

An Open Public Lecture on Ethiopia's capital market ecosystem was held on November 11, 2024, at St. Mary's University Undergraduate Campus. The event was a collaborative effort among the Ethiopian Capital Market Authority, the Ethiopian Securities Exchange (ESX), and the Accounting and Finance Department of St. Mary's University.

The lecture is part of an ongoing program by the ESX and the ECMA to engage universities across the country. The initiative aims are to involve the students, scholars, and academicians in the capital market ecosystem as potential investors, service providers, and issuers. The program's goal is to enhance understanding of capital markets and demonstrate how individuals can participate and contribute to the ecosystem.



Misraku Mola (PhD), Academic Vice President, of the University delivered the opening speech, emphasizing the significance of the forthcoming capital market in Ethiopia. Following the opening remarks, experts from the Capital Market Authority and the ESX provided insights into the landscape of the capital market, which is set to become operational soon.

The lectures highlighted that the ESX is Ethiopia's first and only organized securities exchange. Operating in a nascent market, the ESX aims to lead investors' education, capacity development, and financial literacy and inclusion in Ethiopia.



The session concluded with a question-and-answer segment, addressing various aspects of the capital market process and clarifying participants' concerns.



Blood donation event

St. Mary's University First Aid Clinic organized a blood donation campaign at the Undergraduate and Main Campus from November 19 to November 21, 2024. During the event, 132 staff and students donated blood.



Certificate of Recognition

On October 29, 2024, Lideta Sub City awarded a recognition certificate to St. Mary's University for its outstanding participation and contribution to the 2016 (EC) Summer Voluntarism Service Program conducted from June 1, 2016 to September 30, 2017 E.C. The program was organized by Lideta Sub City Administration Community Engagement and Voluntary Coordination Office in collaboration with various sector offices.

The recognition underscores the importance of collaborative efforts in the community development and the positive outcomes that can be achieved via committed volunteer work.



Recognition Event

St. Mary's University has been honored by the Addis Ababa City Administration Labor and Skills Bureau Lideta Manufacturing College for its dedication to providing practical job training to its students. On October 10, 2024, Lideta Manufacturing College hosted an event to celebrate and highlight this initiative. During the event, St. Mary's University, along with other partner institutions, received a certificate of recognition.

The event included a brainstorming session to enhance collaboration between industries and students in apprenticeship programs. Discussions centered on managing these partnerships smoothly and professionally, and on exploring ways to further strengthen cooperation between the College and the industries offering practical training opportunities.

Administrative news

Comprehensive Induction Session for the New Employees

On November 2, 2024, St. Mary's University's Human Resource Management Office hosted a half-day induction session at the Main Campus, Chamber Room. The event aimed to familiarize the new employees with the university's vision, mission, goals, and core values, ensuring

they understand the institution's objectives and can effectively contribute to its strategic initiatives.

The session commenced with an opening speech by Misraku Molla (PhD), the Academic Vice President. Ato Kibresha Wolde, the Director of HRM, then warmly welcomed the new staff members. He provided an overview of the university's history, structure, governance, and management.

Additionally, he covered essential HRM issues, such as working hours, overtime, holidays, general standards of conduct, and other relevant matters.



During the event, representatives from various offices, including Center of Educational Improvement and Quality Assurance (CEIQA), RaKMO, the Registrar Office, the Student Service Support Office (SSSO), and the Carrier and Internship Unit (CIU) office, elucidated their roles and responsibilities to the new staff members.

The session was concluded with discussions and the participants were allowed to share their insights and ask questions for further clarifications.

Awareness Creation Session on the Legal Framework of Employer-Employee Relations

St. Mary's University Human Resource Management (HRM) Office conducted a half-day awareness creation session on the legal framework of governing employer-employee relations on December 6, 2024. The session, held at the Syndicate Room, was led by Ato Tenaw Alemayehu, the Head of the University's Legal Service.



During the session, Ato Tenaw discussed the importance of maintaining industrial peace and enhancing productivity through a clear understanding of the legal framework. He elaborated on the Employer and Employee Proclamation No. 1156/2011, as a crucial piece of legislation that outlines the rights and responsibilities of both employers and employees. The proclamation is divided into several sections and chapters, including interpretations and applicability of the acts, employment relationships, wages, working hours, weekends, and public holidays, consents, working conditions for women and youth workers, occupational safety, health, and working environments, community relations, and employment disputes. Thus, the awareness session aimed to foster a better understanding of the legal framework to ensure a harmonious and productive work environment at St. Mary's University.

Comprehensive Stress Management Training

St. Mary's University's Human Resource Management (HRM) office organized a two-part training session on stress management for its administrative bodies and department heads. The sessions, held on November 11 and 30, 2024, were offered by Zemenu Aynadis (Ass. Prof.), an expertise in the field.



During the training, Zemenu Aynadis (Ass.Prof.) emphasized that stress is a universal experience affecting everyone to varying degrees. He defined stress as a state of worry or mental tension triggered by challenging situations. The stress, he explained, is the body's reaction to any change, whether positive or negative, that requires an adjustment or response.

The training covered assorted aspects of stress, including its types, common stressors, and the causes of stress, which can be work-related, emotional, or

physical. He also discussed the effects of stress in the workplace and introduced the strategy for managing the stress effectively.

Participants left the sessions equipped with practical strategies to manage stress, aiming to foster a healthier and more productive work environment at the University.

Kaizen Training Session

St. Mary's University's Human Resource Management (HRM) office conducted an insightful training session on the Kaizen theory for its administrative and supportive staff at the Main Campus on December 21, 2024. The session was led by Mr. Yimer Abebe, an expert in the field provided a comprehensive overview of Kaizen, its objectives and goals.

During the training, Mr. Yimer Abebe highlighted the core principles of Kaizen: simplification to streamline processes and reduce complexity, quality improvement to enhance products and services, time efficiency, and safety assurance to ensure a secure working environment. He emphasized that Kaizen is a holistic management approach, integrating philosophy, systems, and problem-solving tools.

The training underscored the importance of Kaizen as a foundational concept for effective management, encouraging staff to adopt continuous improvement in their daily tasks and organizational processes. This initiative by HRM at St. Mary's University reflects its commitment to fostering a culture of excellence and continuous development among its staff members.





St. Mary's University

Programs Offered



Undergraduate Degree Programs (Regular/Extension)

- ◆ Accounting & Finance
- ◆ Computer Science
- ◆ Management
- ◆ Marketing Management
- ◆ Tourism & Hospitality Management
- ◆ Economics

Undergraduate Degree Programs (College of Open and Distance Learning)

- ◆ Accounting & Finance
- ◆ Banking and Finance
- ◆ Management
- ◆ Marketing Management
- ◆ Financial Economics
- ◆ Rural Development
- ◆ Agricultural Extension
- ◆ Agri-Business Management
- ◆ Agricultural Economics
- ◆ Cooperative (Accounting & Auditing)
- ◆ Cooperative (Business Management)
- ◆ Educational Planning & Management
- ◆ Economics
- ◆ Sociology
- ◆ Logistics & Supply Chain Management
- ◆ Public Administration and Development
- ◆ Management

Other Services Through Our Testing Center

- ◆ TOEFL iBT (Internet based)
- ◆ Recruitment test
- ◆ GRE
- ◆ Praxis
- ◆ (CISI) Chartered Institute for Securities & Investment

Graduate Programs (Regular)

- ◆ Master of Business Administration (MBA)
- ◆ MBA in Accounting and Finance
- ◆ MA in Project Management
- ◆ MA in Marketing Management
- ◆ MA in Social Work
- ◆ MA in Sociology
- ◆ MA in Development Economics
- ◆ MSc. in Agricultural Economics
- ◆ MSc. in Computer Science
- ◆ MSc in Quality and Productivity Management

Graduate Programs Offered in Partnership with Universita Cattolica del Sacro Cuore, Italy

- ◆ MBA in Impact Entrepreneurship

Graduate Programs In Partnership With IGNOU (Distance)

- ◆ Master of Business Administration
- ◆ Master of Arts in Social Work
- ◆ Master of Arts in Economics
- ◆ Master of Arts in Public Administration
- ◆ MARD (Master of Arts in Rural Development)
- ◆ Master of Arts in Sociology
- ◆ Master of Arts in Political Science
- ◆ Master of Commerce

Short Term Training

- ◆ Business, IT, and Education areas
- ◆ Certified Quality Manager
- ◆ Certified Quality Engineer
- ◆ ISO 9001:2015 Quality Management System
- ◆ ISO 31000:2015 Risk Management
- ◆ Supply Chain Management
- ◆ Quality Professional
- ◆ ISO 9001:2015 Auditor
- ◆ ISO 9001:2015 Lead Auditor
- ◆ Quality and Productivity areas
- ◆ Entrepreneurship
- ◆ and more

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