

VICE CHANCELLORS SESSION SOME QUESTIONS FROM THE AUDIENCE

1. **QN: How did you achieve the shared vision and values?**
 - *We really believe in our institutional values. We take pride in being part of 2iE. We cultivate the understanding of the 2iE values among all new staff. We work together to develop our strategic plans and it helps to inculcate the 2iE values and shared vision*
2. **QN: How did you manage the seamless delegation of responsibilities?**
 - *The process involved learning, communicating, adjusting and being flexible as an institution. It also worked out because we put procedures and processes in place.*
3. **QN: Where are we with the low rankings of African Universities? Have ACEs helped to change this?**
 - *This question will be addressed throughout the week during the various session.*
4. **QN: What have you done to motivate your staff?**
 - *Staff of WACCI are University of Ghana staff. They are paid by the University of Ghana to do their work. Our staff are motivated by the access to international partners, travels to workshops, publishing in international journals. We are not allowed to use internally generated funds to compensate staff. We write research proposals and win grants that we can use to provide special allowances for our staff. We also aim to establish Professorial chairs*
 - *Mentorship is motivating for young academics*
 - *Support staff career development*
 - *Letters of commendation from the VC are also a source of motivation*
 - *The motivation of our staff comes from being proud of what we are jointly doing together as 2iE*
5. **QN: How do you work with your alumni?**
 - *Our Alumni are our ambassadors of good will. WACCI has 66 PhD graduates who are a community of practice that comes to WACCI for retooling. They are from 19 countries. We also jointly seek grants in partnership with them.*