



Nigeria



**Understanding and Monitoring Civil-Military Relations**  
FES/IPCR/CMR/052025-FaC0009

**APPRECIATION FOR OUTSTANDING  
CONTRIBUTION TO FACULTY  
ENGAGEMENT**

**Winnie Ishaku**

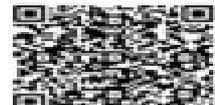
In recognition of over four years of dedicated service as a Faculty Member in the facilitation of Specialized Trainings and Exchange Programmes on 'Understanding and Monitoring Civil-Military Relations,' by the Friedrich-Ebert-Stiftung (FES), the Institute for Peace and Conflict Resolution (IPCR), and the National Women's Platform on Security Sector Reform and Governance. This certificate acknowledges your unwavering commitment, professionalism, and enduring contribution to strengthening inclusive and accountable security sector governance in Nigeria.

This certificate also acknowledges your vital contribution to a training programme that advanced understanding of civil-military relations and human rights. Your expertise supported key focus areas including the role of civil society, protection of civilians, legal accountability frameworks, the functions of human rights officers, and democratic oversight. Your dedication has been instrumental in fostering a more just, inclusive, and accountable security governance framework in Nigeria.

Abuja, 2025

**Lennart Oestergaard**  
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# Recognizing Faculty Contribution

**Canadian Education Association**



## **Recognizing Faculty Contribution:**

**Recognizing Faculty Contribution** Richard F. Bortz,1986      *Staff Recognition Awards in ARL Libraries* ,1991

**How School Boards Give Recognition to Staff** Canadian Education Association,1988 In October 1987 the Canadian Education Association sent out 224 questionnaires to find out how school boards give recognition to staff and how they foster a climate which enhances human relations within the school system A total of 103 school boards responded to the survey This report is based on the 103 surveys received It discusses recognizing long service and retiring employees fostering a climate that enhances human relations and staff morale and measures under consideration It also contains a list of school boards participating in the survey      *Using Quality Benchmarks for Assessing and Developing Undergraduate Programs* Dana S.

Dunn, Maureen A. McCarthy, Suzanne C. Baker, Jane S. Halonen, 2010-12-21 *Using Quality Benchmarks for Assessing and Developing Undergraduate Programs* introduces selected performance criteria benchmarks to assist undergraduate programs in defining their educational goals and documenting their effectiveness The book explores the attributes of undergraduate programs by focusing on educationally related activities in eight domains program climate assessment accountability and accreditation issues student learning outcomes student development curriculum faculty characteristics program resources and administrative support Further it conceptualizes a continuum of performance for each attribute in each of the domains to characterize underdeveloped developing effective and distinguished achievement for undergraduate programs The goal of the book is to encourage individual departments at various types of institutions to evaluate what they currently do well while identifying areas for refinement or future growth When benchmarks reveal that a program is underdeveloped faculty and administrators can plan for how they can best direct subsequent efforts and resources to improve a program's performance and ability to serve students Emphasizing formative assessment over summative or punitive evaluation the benchmarks in this book are designed to improve program quality encourage more effective program reviews and help optimally functioning programs compete more successfully for resources Using performance benchmarks to identify areas of program strength can in turn be used to recruit and retain students seek funding via grants or alumni support and enhance the perceived rating of an institution

**Proceedings of Faculty Evaluation and Development** ,1986      **Promising Practices for Addressing the Underrepresentation of Women in Science, Engineering, and Medicine** National Academies of Sciences, Engineering, and Medicine, Policy and Global Affairs, Committee on Women in Science, Engineering, and Medicine, Committee on Increasing the Number of Women in Science, Technology, Engineering, Mathematics, and Medicine (STEMM), 2020-04-19 Careers in science engineering and medicine offer opportunities to advance knowledge contribute to the well being of communities and support the security prosperity and health of the United States But many women do not pursue or persist in these careers or advance to leadership positions not because they lack the talent or aspirations but because they face

barriers including implicit and explicit bias sexual harassment unequal access to funding and resources pay inequity higher teaching and advising loads and fewer speaking invitations among others There are consequences from this underrepresentation of women for the nation as well a labor shortage in many science engineering and medical professions that cannot be filled unless institutions and organizations recruit from a broad and diverse talent pool lost opportunities for innovation and economic gain and lost talent as a result of discrimination unconscious bias and sexual harassment Promising Practices for Addressing the Underrepresentation of Women in Science Engineering and Medicine reviews and synthesizes existing research on policies practices programs and other interventions for improving the recruitment retention and sustained advancement into leadership roles of women in these disciplines This report makes actionable recommendations to leverage change and drive swift coordinated improvements to the systems of education research and employment in order to improve both the representation and leadership of women

### **Facing Vexing Problems for Community College Leaders**

Jon McNaughtan, Merrill Irving Jr., Terri L. Winfree, Greg Thomas, 2025-11-22 Written scholars and past community college presidents this book provides unique perspectives and tools for facing some of the most vexing problems for community college leaders Structured for both current and aspiring presidents the book introduces the challenge framework and is structured the same way including the process for collecting information for the challenge the approach to analyzing that information a glimpse into how to structure potential initiatives to address the challenge and a discussion on the follow up processes for each challenge By using the framework in this book to examine nine of the most significant challenges that college leaders face the work shows how to apply the framework to common challenges and wicked problems in higher education The nine main challenges addressed in this book are situated in current research focused on executive college leaders and supplemented by the lived experience of college presidents to create a blend of theory and practice that best informs and prepares college leaders The challenges focused on in this book include the executive leader search process strategic enrollment management board engagement talent management institutional politics institutional finances fundraising inclusive programming crisis management and personal health The challenges span the experience of being hired as a community college leader to the impact of leadership on one's personal life Taking this wholistic approach is critical because too much of the current research only focuses on the day to day work of presidents

*Contributions to Education*, 1924 **Contributions to Education** George Peabody College for Teachers, 1930 **125 Years at Mississippi State University** Brenda Trigg, 2003 In vintage photographs a panorama of the university's history on its 125th anniversary [Faculty Contributions](#) Western Michigan University. School of Graduate Studies, 1960 *Peer Learning* Mason Ross, AI, 2025-03-11 Peer Learning explores the transformative potential of collaborative education demonstrating how students can achieve deeper understanding through group interactions Moving beyond traditional lecture based methods the book highlights the cognitive and social benefits of peer interaction emphasizing that learning is inherently a social process

where students construct knowledge by challenging assumptions and articulating understandings It argues that well structured peer learning significantly enhances cognitive development social skills and academic performance supported by research in social constructivism and cognitive psychology The book provides educators with a comprehensive toolkit offering practical guidance on designing effective collaborative learning environments and overcoming common challenges in group work such as dominance or free riding Techniques like think pair share and jigsaw are explored in detail with examples and case studies illustrating successful implementations across various disciplines By combining theoretical insights with practical strategies Peer Learning offers a nuanced understanding of fostering successful collaboration in educational settings The book progresses from theoretical frameworks drawing upon cognitive and social psychology to specific collaborative learning techniques and methods for assessing collaboration It addresses ongoing debates such as optimal group size and the role of technology presenting a balanced perspective on the complexities of peer learning and its integration into diverse educational settings

Report of the Director General to the 2018 WIPO Assemblies World Intellectual Property Organization,2018-09-24 This report is a presentation of the work accomplished by the Organization during the year that has passed since the last meeting of the WIPO Assemblies **Contributions to American**

**Educational History** Herbert Baxter Adams,1898 *Chairing an Academic Department* Walter H. Gmelch,Val D.

Miskin,2004 Full of practical advice and examples this useful guide describes the four key functions of a successful departmental chair recruiting and developing the faculty managing the department s resources leading the department and maintaining the dual role of scholar and manager *Contributions to Science* Charles Johnson Maynard,1894

*Contributions from the Department of Botany of Columbia University* Columbia University. Department of Botany,1911

*Faculty Contributions to Education* Fort Valley State College (Ga.),1961 Contributions to Science, Newtonville, Mass,1893 **An Essay Contributing to a Philosophy of Literature** Brother Azarias,1874

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