

THE NEW CONSTITUTIONAL DISPENSATION: OPPORTUNITIES FOR LECTURERS**M. Mutugi*****Jomo Kenyatta University of Agriculture and Technology***

The new Kenyan Constitution promulgated in 2010 has enormous opportunities for professionals. It has been lauded as having a comprehensive bill of rights that ensures the rights of every citizen are protected. On the other hand, this Constitution also states that every person has an obligation to respect, uphold and defend it and thus contribute to achieving a society that is characterised by principles of **good governance, integrity, transparency and accountability and sustainable development**. Recognising that such a society depends on good leadership, the whole of Chapter Six is dedicated to defining and describing the requisite leadership and integrity. This is where opportunities for professionals, such as university lecturers, are.

By definition, professionals are governed by strict professional ethics that are clearly defined and enforced by peers, professional organisations and societies. As lecturers for example, leadership and professional ethics are crucial. **Good governance** requires that a lecturer controls a class with as many as 100 in a manner that will ensure that there is equality and equity in respect to the different types of students- the fast, average and slow learners. Furthermore, the lecturer must ensure that examinations are set, administered, marked and processed with the highest levels of thoroughness, efficiency and confidentiality; three hallmarks of **integrity**. A **transparent** lecturer subjects him/herself to students and provides an environment of freedom to ask even the most ridiculous of questions; question the very obvious; and even agree that there are things he/she actually does not know. In this regard, the lecturer also subjects himself to colleagues and supervisors for a transparent performance appraisal. An **accountable** lecturer must be ready to defend marks awarded to students during external examination and at times when a re-mark of scripts is requested. In addition, the lecturer must also be ready to defend marks at departmental, faculty and senate levels. Last but not least, every university lecturer stays ahead of his class by continually thinking of ways and means to **develop sustainable** programmes and teaching methods to meet the needs of dynamic students. Innovativeness and creativity are the keys to successful university lecturing.

Thus, the Constitution offers great openings for the University Lecturer as a professional in tertiary educational training, for he/she has all the requisite characteristics of leadership. There are enormous opportunities for scaling up of these leadership qualities to the county, national and international levels. All that is required is to identify the opportunity desired, and apply accordingly. When interviewers ask for financial experience, the lecturer should remember the research funds budgeted and accounted for. When they ask for management

experience, prudently handling a class of a hundred rowdy 19-21 year olds for 16 weeks is the ultimate planning, organisation, motivation and control.

Of course, this lecturer is a law-abiding citizen who pays tax, services HELB loans, meets other similar financial obligations and does not issue cheques that bounce. Such a lecturer has not illegally or irregularly acquired public land, has not been involved in election rigging or funded/engaged in election-related violence and so his/her name does not feature in the Ndung'u, Krieglar, Waki or other such commission reports. To this lecturer, the doors for constitutional jobs are wide open and all that is needed is taking the bold step and applying.

Good Luck.