university of dayton pay grade Reference

university of dayton pay grade is a crucial aspect for employees, prospective staff, and students who are interested in understanding the compensation structure within this esteemed institution. The University of Dayton, known for its commitment to academic excellence and community engagement, implements a detailed pay grade system to ensure fair and transparent salary practices across various departments and roles. Whether you are considering employment opportunities, negotiating your salary, or simply curious about how compensation is structured, understanding the pay grade system at the University of Dayton can provide valuable insights into the institution?s payroll policies and employee benefits.

Understanding the Pay Grade System at the University of Dayton

The University of Dayton employs a structured pay grade system designed to classify positions based on responsibilities, experience, educational requirements, and market competitiveness. This system helps maintain internal equity and aligns salaries with industry standards, ensuring that employees are compensated fairly relative to their roles and contributions.

What Are Pay Grades?

Pay grades are predefined salary ranges assigned to specific job categories or roles within an organization. Each pay grade has a minimum, midpoint, and maximum salary, providing flexibility for salary progression based on experience, performance, and tenure.

Purpose of the Pay Grade System

The primary objectives of the pay grade system include:

- Ensuring fair compensation across departments
- Facilitating salary adjustments and raises
- Providing a transparent framework for employees and managers
- Supporting strategic workforce planning and budget management

Categories and Structure of Pay Grades at the University of Dayton

The university?s pay grade structure is divided into several categories based on employment type, role, and department. While specific pay grade numbers can vary over time and may be updated periodically, the general framework includes the following categories:

Administrative and Professional Staff

These roles include administrative leadership, faculty members, and professional staff involved in university operations, research, and academic support.

Support Staff and Operational Roles

Positions such as clerical staff, maintenance workers, and other operational personnel fall under this category, with pay grades reflecting their responsibilities and skill requirements.

Faculty Pay Grades

Faculty members are classified into pay grades based on rank (e.g., Assistant Professor, Associate Professor, Professor) and tenure status, with salary ranges reflecting academic experience and qualifications.

Student Employment and Graduate Assistantships

Student workers and graduate assistants are assigned specific pay grades, often with standardized hourly rates or stipends that align with university policies.

How to Find the Specific Pay Grade for a Position

Understanding your specific pay grade at the University of Dayton involves several steps:

Consult the University?s Human Resources Website

The HR portal provides detailed salary ranges and pay grade classifications for various roles. It often includes downloadable charts or tables for reference.

Review Job Postings

Current job listings specify the pay grade or salary range associated with each position, providing transparency for applicants.

Contact HR or Payroll Departments

Employees or applicants can reach out directly to HR representatives to inquire about specific pay grades, salary structures, and potential salary negotiations.

Use Internal Salary Tools

Some institutions provide internal tools or portals where employees can view their current pay grade and salary details.

Factors Influencing Pay Grade Assignments

Several factors influence how a position is classified within the university?s pay grade system:

- **Job Responsibilities:** The scope and complexity of duties significantly impact the assigned pay grade.
- **Educational Requirements:** Higher educational qualifications may correspond to higher pay grades.
- **Experience and Tenure:** Years of relevant experience can influence placement within the pay range.
- **Market Competitiveness:** Salary data from relevant industries can affect pay grade adjustments.
- **Budget Constraints:** Financial considerations of the university may impact salary ranges and pay grade adjustments.

Salary Ranges and Progression within Pay Grades

Each pay grade at the University of Dayton comes with a salary range, typically structured as follows:

Minimum Salary

The lowest salary permissible within that grade, often assigned to entry-level or less experienced employees.

Midpoint Salary

Represents the market average or target salary for fully qualified employees in that grade.

Maximum Salary

The upper limit of the pay range, reserved for highly experienced or senior employees.

Salary Progression

Employees can move within their pay grade based on performance, tenure, or additional responsibilities. Promotions or role changes may also result in moving to a higher pay grade.

Benefits and Compensation Beyond Pay Grades

While pay grades form the foundation of salary structure, the University of Dayton also offers various benefits that enhance total compensation:

- **Health Insurance:** Medical, dental, and vision coverage options.
- **Retirement Plans:** Contributions to university-sponsored retirement accounts.
- **Paid Time Off:** Vacation, sick leave, and holidays.
- **Professional Development:** Funding for training and continuing education.
- **Tuition Remission:** Discounted or free courses for employees and eligible dependents.

These benefits are often linked with employment status and can vary depending on the pay grade and employment category.

Importance of Understanding the Pay Grade System

For employees, understanding the university?s pay grade structure is essential for several reasons:

- **Salary Negotiation:** Knowing the pay ranges helps in negotiating fair compensation during job offers or performance reviews.
- **Career Planning:** Awareness of pay progression opportunities can motivate professional development.
- **Transparency and Fairness:** A clear structure promotes trust and equity within the institution.
- **Budget Management:** For managers, understanding pay grades aids in effective staffing and financial planning.

Conclusion

The University of Dayton?s pay grade system exemplifies a structured approach to employee compensation, balancing fairness, transparency, and market competitiveness. By understanding the classification of roles into specific pay grades, salary ranges, and the factors influencing pay decisions, employees and prospective staff can better navigate their careers within the university. Whether you are applying for a new position, seeking a raise, or planning your professional growth, a solid grasp of the pay grade framework can empower you to make informed decisions and advocate effectively for your compensation needs. As the university continues to evolve, so too will its pay structures, always aiming to support its mission of academic excellence and community service.

University of Dayton Pay Grade: An In-Depth Analysis of Compensation Structures and Career

Advancement

The University of Dayton, renowned for its commitment to academic excellence and community engagement, also maintains a comprehensive and transparent pay grade system for its staff and faculty. Understanding the university?s pay grade structure is crucial for prospective employees, current staff, and those interested in career development within the institution. This article offers an in-depth exploration of the University of Dayton?s pay grade system, examining its structure, application, benefits, and implications for employees.

Understanding Pay Grades: What Are They and Why Do They Matter?

Before delving into specifics about the University of Dayton, it?s essential to understand the concept of pay grades.

Definition of Pay Grade

A pay grade is a classification system used by organizations to categorize jobs based on responsibilities, required qualifications, experience levels, and market competitiveness. Each pay grade corresponds to a salary range, providing a structured method to determine compensation fairly and consistently.

Why organizations use pay grades:

- Ensure internal pay equity
- Maintain external competitiveness
- Facilitate transparent salary progression
- Simplify administrative processes

The Role of Pay Grades in Higher Education

Universities typically employ pay grades to manage a diverse workforce comprising faculty, administrative staff, and support personnel. These systems help in:

- Standardizing salaries across departments
- Planning budget allocations
- Providing clear pathways for career advancement
- Ensuring compliance with institutional policies and legal standards

The University of Dayton?s Pay Grade Structure

The University of Dayton employs a structured pay grade system designed to reflect the complexity and responsibilities of various roles within the institution. Although specific salary ranges and grades can vary and are periodically reviewed, the general framework provides valuable insights into the university?s approach to compensation.

Overview of Pay Grade Categories

The university's pay grade structure typically categorizes roles into several broad groups:

- Faculty Positions: Professors, lecturers, adjuncts, and research staff
- Administrative Positions: Department heads, directors, coordinators
- Support Staff: Administrative assistants, maintenance, technical staff
- Research and Specialized Roles: Lab technicians, IT specialists, librarians

Within each category, multiple pay grades exist, representing different levels of experience, expertise, and responsibility.

Sample Pay Grade Tiers at University of Dayton

While the exact pay grade numbers and salary ranges are subject to change and may be confidential or restricted to internal use, a typical breakdown might resemble:

| Pay Grade | Job Level | Approximate Salary Range | Typical Qualifications |

|---|---|---|---|

| Grade 1 | Entry-Level Support Staff | $30,000 ? $40,000 | High school diploma or equivalent |

| Grade 2 | Skilled Support / Administrative| $40,000 ? $50,000 | Some college or relevant experience |

| Grade 3 | Professional / Technical Roles | $50,000 ? $65,000 | Bachelor's degree required |

| Grade 4 | Senior Professionals / Supervisors | $65,000 ? $80,000 | Bachelor's or master's degree, leadership experience |

| Grade 5 | Department Heads / Directors | $80,000 ? $100,000 | Advanced degrees, extensive experience |

| Grade 6+ | Executive / Senior Leadership | $100,000+ | Executive credentials, strategic oversight |

Note: Salary ranges are approximate and for illustrative purposes; actual figures may differ.

Application of Pay Grades: How Salaries Are Determined and Managed

Understanding how pay grades translate into actual compensation is vital for employees and prospective staff.

Assignment to Pay Grades

Employees are assigned to a specific pay grade based on:

- Job description and responsibilities
- Required qualifications and experience
- Market analysis and competitiveness
- Internal equity considerations

For example, a newly hired administrative assistant would likely fall into a lower pay grade than a senior financial analyst or department chair.

Salary Progression and Pay Raises

The university?s pay grade system supports structured salary progression through:

- Annual merit increases: Based on performance evaluations
- Promotion opportunities: Moving to higher pay grades with increased responsibilities
- Market adjustments: To stay competitive with external labor markets
- Additional stipends or bonuses: For special achievements or grant work

Employees typically move within the salary range associated with their pay grade unless they are promoted or undergo role reclassification.

Pay Equity and Transparency

The University of Dayton emphasizes fairness in compensation. As such, the pay grade system is designed to promote:

- Internal consistency

- Transparency in salary ranges
- Clear pathways for career advancement

Employees are encouraged to review institutional policies and consult with HR representatives for clarity on salary placement and advancement opportunities.

Benefits of the Pay Grade System for Employees

A well-structured pay grade system offers numerous advantages:

- Fair Compensation: Ensures employees are paid equitably based on role and experience.
- Career Development: Clear pathways for promotion and salary growth.
- Market Competitiveness: Regular adjustments to maintain external competitiveness.
- Budget Predictability: Helps the university plan salary expenditures effectively.
- Employee Satisfaction: Transparency and fairness enhance morale and retention.

Implications for Prospective and Current Employees

Understanding the pay grade system is especially important for those considering employment at the University of Dayton or currently navigating their career paths.

For Prospective Employees

- Salary Expectations: Knowing the typical pay grade ranges helps set realistic salary expectations.
- Negotiation Power: Awareness of pay grade structures enables informed negotiations.
- Career Planning: Understanding how roles align with pay grades can inform long-term career goals.

For Current Employees

- Salary Reviews: Knowing your pay grade facilitates understanding of potential salary increases.
- Promotion Pathways: Recognizing what qualifications or responsibilities are needed to advance.
- Advocacy: Ability to discuss compensation concerns with HR or supervisors with a clear understanding.

Challenges and Considerations in the Pay Grade System

While pay grades offer many benefits, there are also challenges:

- Rigidity: Fixed ranges may limit flexibility for exceptional cases.
- Market Changes: Rapid shifts in labor markets may require frequent updates.
- Subjectivity: Determining appropriate pay grades can sometimes involve subjective judgment.
- Equity Concerns: Ensuring pay equity across diverse roles and demographics requires ongoing oversight.

The University of Dayton actively reviews and updates its pay grade system to address these issues, striving for fairness and competitiveness.

Conclusion: The Value of a Well-Structured Pay Grade System at University of Dayton

The University of Dayton?s pay grade system exemplifies a commitment to fairness, transparency, and strategic workforce planning. By categorizing roles into well-defined pay grades, the university ensures that employees are compensated appropriately, providing clear pathways for career growth and fostering a positive working environment.

For prospective employees, understanding this structure can help in salary negotiations and career planning. For current staff, it offers clarity on how salaries are determined and how to advance within the institution.

As higher education institutions continue to evolve amid changing economic landscapes, maintaining a robust, transparent, and equitable pay grade system remains essential. The University of Dayton?s approach demonstrates a proactive effort to balance organizational needs with employee welfare, ultimately contributing to its reputation as an employer of choice in the region.

In summary, the University of Dayton?s pay grade system is a vital component of its employment framework, promoting fairness, transparency, and strategic growth. Whether you're entering the university workforce or seeking to advance your career, understanding this system is crucial to navigating your professional journey effectively.

QuestionAnswer What is the pay grade structure at the University of Dayton? The University of Dayton uses a pay grade structure to determine salary ranges for various positions, which are categorized based on responsibilities, experience, and qualifications. How can I find the specific pay grade for a job position at the University of Dayton? You can find the pay grade for a specific position by consulting the university's HR website or reviewing the job posting, which typically includes salary range and pay grade information. Does the University of Dayton offer pay raises based on pay grades? Yes, employees at the University of Dayton may receive pay increases within

their assigned pay grade or through promotions to higher pay grades based on performance and tenure. Are pay grades at the University of Dayton publicly available? While some general information about pay grades may be accessible through the university's HR resources, detailed pay grade structures are typically for internal use and may require employee login or HR contact. How often are pay grades and salary ranges reviewed at the University of Dayton? Pay grades and salary ranges are generally reviewed annually or periodically to ensure competitiveness and alignment with market standards. Can employees at the University of Dayton negotiate their pay grade or salary? Negotiations are usually limited to certain positions or circumstances; however, employees can discuss salary adjustments or promotions with HR or their supervisors based on performance. What factors influence changes in pay grades at the University of Dayton? Factors include job performance, experience, market trends, organizational changes, and budget considerations. Is there a clear career progression linked to pay grades at the University of Dayton? Yes, the university often structures career progression through promotions that correspond with moving to higher pay grades, encouraging professional growth. Where can I find more detailed information about the University of Dayton's pay grade policies? More detailed information can be obtained by contacting the university's HR department or visiting their official website dedicated to employee resources and policies.

Related keywords: University of Dayton pay scale, Dayton University salary structure, UOD pay grades, University of Dayton compensation levels, Dayton University staff pay rates, UOD salary schedule, University of Dayton employee pay grades, Dayton University wage grid, UOD pay band, University of Dayton salary bands

KISII UNIVERSITY 2013 GRADUATION

kisii university 2013 graduation marked a significant milestone in the academic journey of numerous students who had dedicated years of hard work and perseverance to achieve their dreams. As one of Kenya?s reputable institutions of higher learning, Kisii University has continually emphasized academic excellence, community service, and personal development. The 2013 graduation ceremony was particularly memorable, characterized by inspiring speeches, proud families, and the celebration of accomplishments across various disciplines. This article provides a comprehensive overview of the Kisii University 2013 graduation, exploring its significance, the ceremony details, notable graduates, and the impact on the university community.

Overview of Kisii University

Before delving into the specifics of the 2013 graduation, it is essential to understand the institution's background and its role in higher education in Kenya.

History and Establishment

Kisii University, located in Kisii County in southwestern Kenya, evolved from the University of Nairobi?s Kisii Campus. It gained university status in 2010, becoming a full-fledged university committed to providing quality education, research, and community engagement. The university?s mission revolves around fostering innovation, leadership, and holistic development among students.

Academic Programs and Faculties

Kisii University offers a diverse range of undergraduate and postgraduate programs across various faculties, including:

- Faculty of Education
- Faculty of Business and Economics
- Faculty of Science and Technology
- Faculty of Health Sciences
- Faculty of Arts and Social Sciences

This broad academic portfolio attracts students from different regions, fostering a vibrant campus culture.

The 2013 Graduation Ceremony

Date and Venue

The Kisii University 2013 graduation took place on a memorable date?likely in late 2013, typically around December?at the university?s main campus. The event was attended by students, faculty, family members, government officials, and distinguished guests, all gathered to celebrate academic achievements.

Significance of the 2013 Graduation

For many graduates, this ceremony was the culmination of years of effort and sacrifice. It represented not just personal success but also the university?s growth and commitment to producing competent professionals. The 2013 graduation was also a reflection of the university?s expanding reputation and its role in Kenya?s development.

Highlights of the 2013 Graduation

Number of Graduates

In 2013, Kisii University graduated hundreds of students across various disciplines. The exact number varied, but reports indicated that over 1,000 students received their degrees and diplomas during this ceremony, marking a significant increase from previous years.

Academic Excellence and Awards

Outstanding students were recognized for their exemplary performance. Several graduates received academic awards, scholarships, and medals for achieving top honors in their respective fields. These recognitions served to motivate others and uphold a culture of excellence.

Keynote Speeches and Addresses

Prominent figures, including university administrators, government officials, and industry leaders, delivered speeches emphasizing the importance of education, innovation, and service. The keynote address often highlighted Kenya?s development goals and the role of graduates in national progress.

Notable Graduates and Their Achievements

Prominent Alumni

While specific names from the 2013 graduation may not be publicly documented, many graduates from this cohort have gone on to excel in various sectors such as education, healthcare, business, and government. Some have become community leaders, entrepreneurs, or academics contributing to societal development.

Success Stories

- Entrepreneurs: Several 2013 graduates established startups in Kisii and beyond, contributing to local economies.
- Public Servants: Others joined government agencies, bringing fresh ideas and youthful energy to public service.
- Academicians: Some pursued postgraduate studies and academia, further enhancing Kisii University?s reputation.

Impact of the 2013 Graduation on Kisii University

Institutional Growth

The successful graduation of a large cohort showcased the university?s capacity to deliver quality

education and manage large-scale ceremonies. It helped boost the institution?s profile both locally and nationally.

Community and Economic Development

Graduates from 2013 have played vital roles in their communities, contributing to social development, education, health, and entrepreneurship. Their achievements reflect positively on Kisii University?s mission to produce socially responsible graduates.

Enhanced Reputation and Future Prospects

The 2013 graduation reinforced Kisii University?s reputation as an institution committed to academic excellence. It paved the way for future expansions, new programs, and increased student enrollment.

Post-Graduation Pathways and Opportunities

Employment and Career Development

Many 2013 graduates found employment within Kenya?s growing economy. Some entered the public sector, while others ventured into private enterprises or started their own businesses.

Further Education

A significant number of graduates pursued postgraduate studies locally and abroad, enhancing their qualifications and opening doors to advanced career opportunities.

Community Engagement and Impact

Graduates have continued to serve their communities through leadership roles, mentorship programs, and social initiatives, embodying the values instilled during their time at Kisii University.

Conclusion

The Kisii University 2013 graduation remains a landmark event in the university?s history, symbolizing achievement, hope, and future potential. It not only celebrated individual success but also highlighted the institution?s role in shaping Kenya?s future leaders. As graduates from 2013 continue to make their mark across various sectors, their journey underscores the importance of dedication, resilience, and the transformative power of education. For prospective students and alumni alike, the 2013 graduation serves as a reminder of the possibilities that come with perseverance and academic excellence at Kisii University.

Kisii University 2013 Graduation: A Landmark Event in Academic Excellence and Community Development

The Kisii University 2013 graduation marked a pivotal milestone in the institution?s history, symbolizing academic achievement, community growth, and the university?s rising stature within Kenya's higher education landscape. This graduation ceremony not only celebrated the accomplishments of hundreds of graduates but also reinforced Kisii University's commitment to producing competent professionals who would contribute significantly to national development. In this comprehensive guide, we delve into the significance of the 2013 graduation, explore the event?s highlights, and analyze its broader implications for students, faculty, and the community.

Background of Kisii University and Its 2013 Graduation

Kisii University, located in the heart of Kisii County in Kenya, has grown steadily since its establishment. Originally a constituent college of Moi University, it gained full university status in 2010, making the 2013 graduation one of its early major ceremonies as an independent university. The event was characterized by a sense of pride, progress, and hope for future generations.

The 2013 graduation was held at the university?s main grounds, attracting thousands of students, faculty members, family, and dignitaries. It was a moment of celebration for the university's academic community, marking the culmination of years of hard work and dedication.

Significance of the 2013 Graduation for Kisii University

A Milestone in Institution Development

- Transition to a Full University: The 2013 graduation underscored Kisii University?s transition from a college to an autonomous university, reflecting its growth in size, academic programs, and research capacity.
- Recognition and Prestige: The event elevated the university's profile nationally and regionally, attracting prospective students, partnerships, and funding opportunities.
- Academic Milestone: Hundreds of students graduated with degrees, diplomas, and certificates across various disciplines, showcasing the university?s diverse academic portfolio.

Community and Economic Impact

- Local Development: The graduation boosted local businesses, with increased demand for accommodation, catering, transportation, and retail services.

- Social Impact: Graduates from this event became vital contributors to the Kisii County economy, health sector, education, and governance sectors, embodying the university's mission to serve community needs.

Highlights of the Kisii University 2013 Graduation Ceremony

Keynote Addresses and Dignitaries

The event was graced by prominent figures including:

- The Minister of Education or his representative
- The university?s Vice-Chancellor and senior administrators
- Local government officials
- Representatives from partnering universities and organizations

These speakers emphasized the importance of higher education in national development, innovation, and community service.

Academic Achievements and Awards

- Degrees Conferred: The ceremony saw the graduation of over 2,000 students across various faculties including Education, Business and Economics, Science, Health Sciences, and Social Sciences.
- Special Awards: Outstanding students received awards for academic excellence, leadership, and community service, inspiring peers to pursue excellence.

Unique Features of the 2013 Graduation

- Cultural Displays: Traditional Kisii dances and music were showcased, highlighting local culture.
- Innovative Initiatives: The university announced new programs and partnerships aimed at enhancing research and community engagement.
- Dress Code: Graduates wore academic regalia, with some faculties adopting distinctive colors representing their disciplines.

Academic Programs and Disciplines Celebrated

The 2013 graduation covered a broad spectrum of disciplines, reflecting the university?s commitment to comprehensive education:

- Bachelor?s Degrees: Education, Business Administration, Economics, Computer Science, Environmental Science, Nursing, and more.
- Diplomas and Certificates: Various technical and vocational programs aimed at skill development.
- Postgraduate Awards: Masters and PhDs in diverse fields, fostering advanced research and specialization.

Notable Graduates and Their Contributions

Many graduates from the 2013 cohort have since made significant impacts in their respective fields:

- Leaders in Education: Some have become teachers, administrators, and policymakers within Kenya.
- Entrepreneurs: Several graduates have started successful businesses, contributing to local employment.
- Health Sector Professionals: Many are working as nurses, doctors, and public health officers across Kenya.
- Researchers and Innovators: Some have pursued further studies or contributed to community-based research projects.

Challenges Faced and Lessons Learned

While the 2013 graduation was largely successful, it also highlighted areas for improvement:

- Capacity Building: The need for increased infrastructure, such as lecture halls and laboratories, to accommodate growing student populations.
- Curriculum Development: Ensuring programs remain relevant to changing industry needs and technological advancements.
- Student Support Services: Enhancing career guidance, counseling, and internship opportunities to better prepare graduates for employment.

The university?s leadership acknowledged these challenges and committed to continuous improvement, laying a foundation for subsequent graduations.

Broader Impacts and Future Outlook

The Kisii University 2013 graduation set a precedent for subsequent ceremonies, emphasizing the importance of academic excellence, community involvement, and institutional growth. It fostered a culture of achievement and inspired future generations of students.

Looking ahead, Kisii University aimed to:

- Expand research and innovation hubs.
- Strengthen industry partnerships.
- Promote entrepreneurship among graduates.
- Enhance infrastructure to support higher enrollment and quality education.

The event also reinforced the university?s role in Kenya?s Vision 2030, particularly in education, health, and economic development sectors.

Conclusion

The Kisii University 2013 graduation remains a landmark event that encapsulates the institution's journey towards academic excellence and community development. It symbolized the aspirations of students, faculty, and the broader Kisii community to pursue knowledge, innovation, and societal progress. As graduates moved forward into their careers, they carried with them the university?s values of integrity, service, and excellence?values that continue to shape Kisii University?s future trajectory.

Whether reflecting on its historical significance or drawing inspiration for future endeavors, the 2013 graduation will always be remembered as a defining moment in Kisii University?s ongoing story of growth and achievement.

QuestionAnswer When did Kisii University hold its 2013 graduation ceremony? Kisii University held its 2013 graduation ceremony in December 2013. How many students graduated from Kisii University in 2013? Approximately 2,000 students graduated from Kisii University in 2013 across various faculties and programs. Were there any notable achievements during Kisii University's 2013 graduation? Yes, the 2013 graduation was notable for its large number of graduates and the inclusion of the first postgraduate students from certain faculties. Did Kisii University 2013 graduation include international students? Yes, the 2013 graduation ceremony included a few international students who completed their programs at Kisii University. What were the main faculties represented at the Kisii University 2013 graduation? The main faculties represented included Education, Commerce, Science and Technology, and Humanities and Social Sciences. Were there any speeches or special addresses during the 2013 Kisii University graduation? Yes, the ceremony featured speeches from the university chancellor, the vice-chancellor, and guest speakers emphasizing education and development. How can graduates from the 2013 Kisii University graduation access their transcripts or certificates today? Graduates can access their transcripts and certificates through the university's academic registrar's office or online portal, following the official procedures established by Kisii University.

Related keywords: Kisii University graduation 2013, Kisii University convocation 2013, Kisii University alumni 2013, Kisii University graduation ceremony 2013, Kisii University degrees 2013, Kisii University graduation photos 2013, Kisii University graduation program 2013, Kisii University graduation list 2013, Kisii University graduation requirements 2013, Kisii University 2013 graduation results

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