



Entrepreneurial
Education for a
Changing Society



ETHICS POLICY



AfriQAN



INQAAHE

International Network for Quality Assurance Agencies in Higher Education



African
Professional
Certification
Institute



KESMONDS INTERNATIONAL UNIVERSITY ETHICS POLICY

KESMONDS GROUP

Ethics Policy Statement

Kesmonds International University is committed to carrying out its research, teaching, enterprise, and other activities within a comprehensive ethical framework that reflects the University's values:

- We value the freedom to push the frontiers of knowledge forward, within an ethical framework, for the global good of humankind
- The underpinning principle for any ethical review should be to ensure that in undertaking any research, consultancy, enterprise activity, or project the University strives to do positive good and avoids causing harm.

Activities that involve research/studies on human participants, their tissues or data, and animals will always require formal ethical consideration. However, the University believes ethical issues should be interpreted broadly and that review might also be needed for research, consultancy, and enterprise where other factors could be present including:

- a risk of damage to the environment
- political or social sensitivity
- impact on culture and cultural heritage

It is the University's expectation that staff, students, and visitors should be aware of ethical considerations, ensure that they act in an ethical manner when engaged on University business and conduct their projects and studies to the highest ethical standards.

Overarching Ethics Policy Purpose

The purpose of this Policy is to:

1. Set out the principles applicable to all research, enterprise, consultancy projects, and studies conducted at, by, or in the name of Kesmonds International University;
2. Provide members of the University with a clear understanding of the ethical review process operated by Kesmonds International University; and
3. Support a culture of academic freedom and excellence by providing a framework for review which subjects research proposals and other studies to a level of scrutiny that is in proportion to the risk of harm or adverse effect to participants, researchers, the University and to society as a whole.

Scope

This Policy applies to all staff and students of the University engaged in studies or research as well as to visitors, individuals, collaborators, or agents conducting research or other studies in the name of or at the University and/or engaged to conduct research by the University. It extends to cover consultancy and enterprise activities but is not intended to apply to operational decisions or actions taken by the University e.g. financial, estates and facilities, procurement, or human resource matters as these are subject to different review procedures.

Principles of Ethical Research

- 1. Studies and research should be designed, reviewed, and undertaken to ensure integrity, quality, and transparency.**
- 2. Participants must be fully informed about the research or study they are invited to participate in and their consent to take part must be made voluntarily, freely, and without any coercion. Consent should be recorded, ideally in writing.**
- 3. Risks should be managed so that harm and/or damage arising from the research is avoided or minimized wherever possible and measures should be taken to ensure that the benefits of research/study should outweigh any potential harm or damage caused.**
- 4. The independence of the research/study must be clear, and any conflicts of interest or partiality must be explicit.**
- 5. The same high ethical standards shall apply wherever in the world the study/research is undertaken.**
- 6. The University meets these principles by communicating its standards and policies to staff through education and training, publication of this and related policies, and through this Ethics Policy and the process for the ethical review of research and studies.**



Specific Policies and Guidance

In light of the nature of the research and studies covered by these specific ethics policies, the standards set out therein are necessarily more stringent and it is intended for the higher standards described therein to apply. The University Ethics Committee may decide to develop additional guidance or policies from time to time which it will make available through these pages and may provide more general guidance on the Research Governance Office's web pages.

Ethical Review Process

The Kesmonds International University is committed UEC to providing a competent, rigorous, and independent process of ethical review for the research and studies undertaken proportionate to the risk involved. The University Ethics Committee has overall responsibility for the ethical review process here at the University, whilst the task of providing ethical review and granting approval for individual projects and studies falls to the Faculty Ethics Committees or the approved external body (e.g. National Research Ethics Service). It is anticipated that each of the University's 8 Faculties will have its own Ethics Committee. However, the Faculty Ethics Committees (FECs) have the freedom to operate combined ethics committees where the workload merits it. Similarly, each FEC may, if needed, operate one or more sub-committees. Each Faculty should ensure that their arrangements for ethical review are adequate to cover all relevant aspects of the research and studies undertaken by its staff, visitors, or students. These arrangements will be reviewed annually by UEC.

All Professional Services Departments in the University should have in place arrangements with an appropriate FEC to review any research or study they/their staff may undertake. All studies involving human participants must be registered on the University's electronic document management system, Ethics and Research Governance Online (ERGO), which is accessible at: <https://www.ergo2.soton.ac.uk>

It shall be the responsibility of the FEC for deciding the most appropriate method and system for the ethical review of non-human participant studies and research it is responsible for and the use of ERGO is permitted.[1]

Roles and Responsibilities

University Ethics Committee

The University Ethics Committee is chaired by the Pro Vice-Chancellor (Research), and is responsible for developing, keeping under review, and monitoring the implementation of the University Ethics Policy, and for sustaining a University-wide awareness of research governance, ethical and related issues. UEC is also responsible for developing guidance in these areas, for receiving reports from the Faculty Ethics Committees, and for ensuring that the members of Ethics Committees at the University receive the appropriate training in ethical issues.

Faculty Ethics Committees

Each Faculty will normally be expected to have an Ethics Committee but, with the agreement of the Chair of UEC, Deans may agree to establish joint Ethics Committees across Faculties, or to operate one or more sub-committees to an FEC.

The role of the FECs is to ensure the research and studies undertaken in their Faculty obtain the appropriate ethical review in accordance with this Overarching Ethics Policy Framework. Further to ensure through its review process that all such projects adhere to applicable Faculty and University policies, legislation, professional guidelines and best practice.

FECs must include a minimum of 6 academic staff members and one student representative from the relevant Faculty (with one senior member of the Faculty management committee or appropriate nominee to act as Chair), and one independent or “lay” member from outside the University. Ethics Committees should meet face to face at least once in every semester but otherwise may conduct meetings and discussions via email or other electronic media (including ERGO as applicable).

In order to manage workloads and ensure the timely ethical review of studies FECs may also develop delegation strategies for the appropriate review of studies including by sub-committee(s), a subset of FEC members, and single sign-off in the case of low-risk work (e.g. Category C studies for Human Participant Research) and/or for an expedited review. Any matter delegated may be elevated for full FEC review should any of the reviewers consider it appropriate. UEC expects all FECs to report annually on any strategies and processes adopted and to regularly monitor approvals given to ensure the quality of the ethical review undertaken. Issues with/arising from reviews (including any from external reviews such as NRES) should be discussed at FEC so that training needs can be identified and recommended.

Research Governance Office

The primary function of the Research Governance Office (RGO) is to review all the applicable elements of good research governance for higher-risk studies involving human participants, and to arrange University sponsorship and insurance for eligible research studies. All researchers conducting Category A studies must insure that they have both “sponsorship” and insurance in place prior to starting their research or any study, (in addition to any external approvals that may be required), and this is applied for by submitting details of the proposed research/study to the RGO through the ERGO system before the research or study is commenced.

The RGO is also responsible for monitoring the University’s Ethical review system on behalf of UEC and ensuring that high ethical standards are maintained across the University. In the event that the RGO discovers any failure to comply with this policy or to attain the high ethical standards required by the University in the course of its monitoring, it will refer its concerns to the appropriate FEC, and report on the action it has taken to UEC. The RGO will only directly intervene on a project that has already commenced where it is a Category A study that has not received approval or in any cases



Researchers

The University expects all researchers (whether staff, visitors, or students) to take personal responsibility for familiarizing themselves with this Ethics Policy, specific policies, and guidance and with the procedures they need to follow for the research or studies they undertake.

It is the responsibility of the Chief or Principal Investigator for any research/study to ensure that all their colleagues involved in that research/study are aware of and comply with the policies of the University and with the contents of the approved ethics application for the research/study.

Notwithstanding any ethical approval that may be obtained, researchers are still required to ensure that their research or other studies are conducted in accordance with the ethical requirements of their funding body and/or any professional bodies or associations relevant to their discipline as well as comply with health and safety requirements.

Professional Service Departments

The University expects all Professional Service Departments to have arrangements with an appropriate FEC to ensure any research/study they or their staff undertake involving human participants receives ethical review. All such research/study shall be registered on and administered through ERGO.

Research & Innovation Services

The RSO Teams based in the Faculties shall have responsibility for supporting FECs and administering the use of ERGO. Find your R&IS Contact

Appeals

Where a researcher has a concern about the decision of an FEC to withhold, suspend or withdraw ethical approval of research/study they should attempt to resolve the matter with their FEC. In the first instance, they should contact the Chair who may decide to convene a different panel from its FEC members to review the application, seek guidance from another FEC, invite the researcher to resubmit his/her application or confirm the original decision.

In the event that their concerns cannot be resolved at FEC level, researchers may appeal the decision of the FEC to the University Ethics Committee by contacting the Head of the Research Governance Office at research@kesmonds-edu.ac. Appeals will only be permitted on one of 2 grounds:

1. That the researcher possesses new evidence that was not available at the time the FEC made its decision and it has subsequently refused to consider such evidence; or
2. That there had been a significant failure in the application of procedures which had affected the decision of the FEC.

Researchers may not question the judgment of the FEC. Upon receiving an appeal the Head of the RGO will refer the appeal to the Chair of UEC, who may remit the appeal to a differently constituted FEC or reserve it for the decision of UEC.

Sanctions

Any breach of this Ethics Policy will be taken extremely seriously and may result in disciplinary action including proceedings for gross misconduct where the breach is committed by a member of staff, or formal disciplinary proceedings under the relevant University procedures where it is committed by a student. Visitors breaching this policy may have their visitor status reviewed or withdrawn.

Policies and Procedures

1 Student Academic Ethics Policy

Purpose

The culture of The University of Northern Iowa is characterized by a long-standing commitment to student learning and to excellence in teaching. This commitment has been established through the development of an open, ethical and caring community that promotes diversity, honesty, integrity, respect, fairness, trust and civility among its members. This community has created a culture based on core values that include intellectual vitality, intellectual and academic freedom, the well-being of its members and service to others.

In order to realize its commitments and values, all members of the UNI community must demonstrate academic integrity and ethical behavior and foster academic integrity and ethical behavior in others. Those who violate UNI's standards of academic ethics must be held responsible for their misconduct. Those who observe violations of academic ethics have a responsibility to address it.

It is the purpose of this document to describe the responsibilities, provide definitions and examples of conduct which violates academic ethics and recommend appropriate sanctions in the case of misconduct.

Policy

I. Responsibilities of Academic Administrators

It is the responsibility of the Administration to foster and maintain the culture of the institution, including that of academic ethics and integrity. Ways of supporting this aspect of the University mission and culture may include:

- A. Collaborating with faculty in creation of procedures, policies, and tools for the education and enforcement of academic ethics and integrity.
- B. Assisting and supporting faculty in the investigation and appropriate correction of violations of academic ethics and integrity
- C. Discussing the importance of academic honesty and ethics with students.
- D. Addressing violations of the academic ethics policy by a student.
- E. Communicating with faculty and students actions taken to address violations of academic ethics.

II. Responsibilities of Faculty Members

Faculty members have responsibilities to model academic integrity and ethics for their students, to educate students about these qualities and behaviors, and to promote compliance with the standards described in this policy. They may do so by:

1. Describing in writing and distributing the objectives and requirements of the course they are teaching at the beginning of each semester and summer term;
2. Including a reference to the Academic Ethics policy on each course syllabus every semester;
3. Discussing the importance of academic honesty and ethics with students;
4. Making clear on their syllabus their expectations regarding individual or collaborative work, the use of supplemental aids for examinations and assignments, and other specific guidelines they want students to follow in completing assigned course work;
5. Being available to answer students' questions about issues of academic honesty and proper procedures for coursework;
6. Addressing violations of the academic ethics policy by a student.

III. Responsibilities of Students

Students have responsibility to become educated about the standards of ethics and behavior in the academic community and to adhere to those standards in all of their academic work. Students fulfill their responsibilities by:

- A. Reading and becoming familiar with the Academic Ethics policy;
- B. Understanding and avoiding actions that violate the Academic Ethics policy;
- C. Undertaking a commitment to act with honesty and integrity in completing any and all academic work;
- D. Understanding and applying the proper methods of attribution and citation in all written, oral and electronic submissions;
- E. Making sure they understand the requirements and expectations for academic work of each of their professors and to seek clarification from the faculty member when they are unsure if their behavior will violate those expectations;
- F. Maintaining University standards by reporting acts of academic misconduct to the faculty member for the course or another academic administrator such as a department head or dean.

IV. Academic Ethics Violations

A. Plagiarism

1. Copying information word for word from a source, including cutting and pasting information from an electronic text, without using quotation marks and giving proper acknowledgment of the source or providing a proper citation.
2. Paraphrasing, or putting into one's own words, the text of a source without providing proper acknowledgment of the source or providing a proper citation. The paraphrasing leads the reader of the text to believe that the ideas and arguments presented are one's own.
3. Paraphrasing extensive portions of another source, even with citation. The extensive paraphrasing leads the reader of one's own text to believe that the ideas and arguments presented are one's own or it results in one's own contribution to the work being minimal.
4. Presenting any work or part of a work or assignment that has been prepared by someone else as one's own. This would include using unauthorized assistance in preparing the work or acquiring written work from another person, purchasing a paper or assignment from a commercial organization, using the work of another person or obtaining the answers or work from any other source.
5. Reproducing, without proper citation, any other form of work of another person such as a graph, experimental data or results, laboratory reports, a proof, or a problem solution, in full or in part.

B. Misrepresentation:

Misrepresentation is a false statement of fact. Examples in the academic arena include but are not limited to:

1. Arranging for another student to complete course work for one including taking an exam on one's behalf.
2. Taking credit for work one didn't complete, such as taking credit for a team assignment without participating or contributing as expected by one's instructor or team mates.

Turning in the same or substantially similar written work to satisfy the requirements for more than one project or course, without the express, prior written consent of the instructor or instructors. If the work is from a prior term's course one would need the express written consent of the current instructor. If you want to submit the work in more than one course during the same teryoune needs the express written consent of all instructors who will receive the work.

C. Fabrication

Fabrication means falsifying or misusing data in any academic exercise. Examples include but are not limited to:

1. Falsifying data collected during a research activity.
2. Presenting falsified data in a paper, manuscript, or presentation.
3. Making up a source for a citation.
4. Citing a source the writer did not use.
5. Altering and resubmitting assignments, tests, quizzes or exams to gain additional credit.

D. Cheating

Cheating is the use or attempted use of any unauthorized assistance in any academic exercise. Examples include but are not limited to:

1. Copying from someone else's assignment, paper, quiz or exam.
2. Looking on someone else's exam before or during an examination.
3. Unauthorized use of notes or other aids during a quiz, exam or other performance evaluation.
4. During a quiz or exam, using an electronic device that contains unauthorized information.
5. Communicating or attempting to communicate answers, hints or suggestions during an exam using any means including electronic devices.
6. Collaborating, without prior permission from one's professor, in the preparation of assignments, lab reports, papers or take home exams.
7. Using another person's answers for an assignment.
8. Providing test questions to other students either orally or in written form.
9. Stealing or attempting to steal an exam, exam questions or an answer key.



E. Impeding fair and equal access to the educational and research process.

Examples of this include but are not limited to:

1. Tampering with, damaging, hiding or otherwise impeding other students' access to library materials or other related academic resources.
2. Attempting to prevent access by others to the computer system or destroying files or materials in the e-learning system for the course.

F. Misrepresenting or misusing one's relationship with the University

Examples of this include but are not limited to:

1. Falsifying, misusing, or tampering with information such as test scores, transcripts, letters of recommendation or other materials required for admission to and continued enrollment and access in the University's programs or facilities.
2. Altering, forging or misusing academic records or any official University form regarding self or others.
3. Presenting false information at an academic proceeding or intentionally destroying evidence important to an academic proceeding.
4. Making a bad faith report of an academic integrity violation.
5. Offering bribes to any University representative in exchange for special favors or consideration in an academic proceeding.

G. Facilitation

Facilitation occurs when you knowingly or intentionally assist another in committing a violation of any of the previous sections of this academic ethics policy.

V. Academic Ethics Sanctions

A record of all documented violations will be maintained in the Office of the Executive Vice President and Provost. Notice of all documented violations will also be sent to the Dean of Students. Any reported violation that involves a research activity, as defined in the research misconduct policy, will be reported to the Research Misconduct Officer and the investigation and sanction of research misconduct will be coordinated.

A. Level One Violations

Level One violations occur because of inexperience or lack of knowledge of principles of academic ethics on the part of the person committing the violation. These violations only involve a small fraction of the total course work, are not extensive, occur on a minor assignment and would not have appreciably increased the student's grade in the course.

Examples include but are not limited to:

1. Working with another student on a homework assignment or a lab report when the instructor has not explicitly authorized collaborative work.
2. Failure to properly cite once in a paper.
3. Possible sanctions are, but are not limited to:
4. Giving no credit for the assignment; course grade determined in the usual manner.
5. Requiring a makeup assignment that is more difficult than the original assignment.
6. Completing an assignment involving practice of proper citation.
7. Reprimanding the student in writing in the form of a letter addressed to the student and copied to the faculty department head, the student's department head (if different) and the Office of the Executive Vice President and Provost. The letter should document the academic ethics violation and action taken. The letter must also advise the student of his/her right to file a grievance and provide the web address of the grievance policy.

Level One reprimands will be placed in the student's file maintained in the Office of the Executive Vice President and Provost but will not be made public or attached to transcripts or other records. The Provost will notify the student in writing that such action has been taken.

B. Level Two Violations Level Two violations involve dishonesty and/or affect a significant portion of the course work.

Examples include but are not limited to:

1. Direct quotation or paraphrasing, more than once in an assignment without acknowledging the source.
2. Copying on an examination.
3. Giving unauthorized assistance to someone during an exam.
4. Submitting the same work or major portions of a work to satisfy the requirements of more than one course without permission from the instructor.
5. Using the work of collaborators on an assignment or laboratory report without acknowledging their contributions.
6. Possible sanctions include, but are not limited to:
7. No credit for the assignment; course grade determined in the usual manner.
8. No credit for the assignment; reduction in course grade.
9. Completing an assignment on academic ethics.

Reprimanding the student in writing in the form of a letter addressed to the student and copied to the faculty department head, the student's department head (if different) and the Office of the Executive Vice President and Provost. The letter should document the academic ethics violation and action taken. The letter must also advise the student of his/her right to file a grievance and provide the web address of the grievance policy. The Executive Vice President and Provost or designee will notify the student in writing that such action has been taken.



C. Level Three Violations

Level Three violations include dishonesty that affects a major or essential portion of work done to meet course requirements or assisting others to dishonestly complete such work. A third Level One violation or second Level Two violation will also be considered as a Level Three violation.

Examples include but are not limited to:

1. Using prohibited materials during an exam.
2. Altering an exam or assignment and submitting it for re-grading.
3. Acquiring or distributing exam questions from an unauthorized source.
4. Acquiring or distributing an exam answer key from an unauthorized source.
5. Plagiarism that exceeds the Level Two violation threshold.
6. Presenting the work of another person as one's own.
7. Interfering with other students' access to course materials in the library or electronically posted.
8. Fabricating research data.
9. Required sanctions:
10. Disciplinary failure for the course. (This will appear on the student's transcript.)
11. Reprimanding the student in writing in the form of a letter addressed to the student and copied to the faculty department head, the student's department head (if different) and the Office of the Executive Vice President and Provost. The letter should document the academic ethics violation and action taken. The letter must also advise the student of his/her right to file a grievance and provide the web address of the grievance policy. The Executive Vice President and Provost or designee will notify the student in writing that such action has been taken.

Possible further sanction, determined by the Office of the Executive Vice President and Provost, based on the student's prior record of academic ethics violations, includes disciplinary probation.

D. Level Four Violations

Level Four violations are the most serious breaches of intellectual ethics.

Examples include but are not limited to:

1. Breaches of academic ethics which involve forgery, theft or falsification of University documents or credentials.
2. Taking an exam for someone else or having someone else take an exam for you.
3. Fabrication of evidence, falsification of data, quoting directly or paraphrasing without proper acknowledgment of the source and/or presenting the ideas of another as your own in a senior thesis, master's thesis or doctoral dissertation, in scholarly articles submitted to refereed publications or conferences as a student.
4. Willful violation of a canon of an ethical code of the profession for which a student is preparing.
5. Repeated lower level violations such as fourth Level One, third Level Two or second Level Three violation.
6. Required sanctions:
7. Reprimanding the student in writing in the form of a letter addressed to the student and copied to the faculty department head, the student's department head (if different) and the Office of the Executive Vice President and Provost. The letter should document the academic ethics violation and action taken. The letter must also advise the student of his/her right to file a grievance and provide the web address of the grievance policy. The Executive Vice President and Provost or designee will notify the student in writing that such action has been taken.
8. Permanent expulsion from the University and a notation of "academic disciplinary separation" on the student's transcript.



CONTACTS

USA

Department of State Delaware USA

Registration File #: 6397318 HBS. ID #: 326535

Mailing Address: KIU America, Delaware Inc, Harvard Business

Services. 16192 Coastal Highway,

Lewes Delaware DE 19958 USA

Tel: +1 (302) 219-4342 / Fax: +1 (302) 440-8203

Email: study@kesmonds-edu.ac / admissions@kesmonds-edu.ac

Website: www.kesmonds-edu.ac

CAMEROON

Kesmonds Ngaoundere

Kesmonds International University #: Ministry of Higher Education:

21-02881/I/MINESUP/SG/DDES/ESUP/SDA/MF

Registration #: R.C.BAT.2017.004. Taxpayer #: M071712637773X

Opposite Lake Dang (Ngaoundere 3 Council),

500m from the University of Ngaoundere Campus

P.O Box 489 Ngaoundere

Campus Tel: +237 653 419 661 / +237 659 592527

Email: cameroon@kesmonds-edu.ac

www.kesmonds-edu.ac

Kesmonds Yaounde (Satellite Campus & Research Center)

Kesmonds International University #: Ministry of Higher Education:

21-02881/I/MINESUP/SG/DDES/ESUP/SDA/MF

Registration #: R.C.BAT.2017.004. Taxpayer #: M071712637773X

Yaounde Cameroon

Tel: +237 695 009 100 / +237 683 119 311

Email: cameroon@kesmonds-edu.ac

www.kesmonds-edu.ac

UNITED KINGDOM

Kesmonds International University

C/o The Academy for Advanced Studies TAAS UK.

167-169 Great Portland Street, 5th Floor,

London W1W 5PF, United Kingdom.

Tel: + 443334442045 / + 447342121473

Email: TAAS@kesmonds-edu.ac

SOMALIA

Ministry of Education Accreditation #: WWHTS/WHTS/06/0087/2022
C/o Green Hope University study center.
Taleh Holden District, Mogadishu Somalia
Tel: +252 616 557 100 / +252 615 925 692
Email: somalia@kesmonds-edu.ac
Web: www.kesmonds-edu.ac

KENYA

Kesmonds Kenya
Registration #: PVT-MKUKM79
KRA PIN: P051716089W
H/Q: P.O Box 8184-01000 Thika, Kenya
3rd Floor Suit 301 Thika West Centre Jomoco. Nairobi-Thika Highway
Tel: +254 705 422 223/ +254 777 300
Email: info@kesmonds.com / kenya@kesmonds-edu.ac
www.kesmonds-edu.ac / www.kesmonds.com

UGANDA

Kesmonds Uganda
Registration #: 800200011747948
TIN: # 1016069301
H/Q: P.O Box 137 Arua Uganda
Office: Plot 94/96 Adumi (Onduparaka) Road, 2nd Floor ASIL Oil Building Arua
Tel: +256 393 255 856 / +256 753 602 006
Email: uganda@kesmonds-edu.ac
www.kesmonds-edu.ac / www.kesmonds.com

ZAMBIA

Kesmonds Research Institute
Registration #: 120241007056
Serial #:1336937
TPIN #:2002998321
Office: Plot No. 35 Kabulonga Road, Kabulonga Lusaka Zambia
Email: zambia@kesmonds-edu.ac
Tel: +260 954 975 445
www.kesmonds-edu.ac / www.kesmonds.com

SOUTH AFRICA

Kesmonds International University

C/O All Nations Bible Institution & Projects

NPO registration #: 231-678

Address: 18 Vrede Road, Frogmore Estate, Steenberg, South Africa 7560

Phone: +27664649280 or +27722296440

Email: southafrica@kesmonds-edu.ac

ROMANIA

Kesmonds International University, Romania Study Center.

C/o S.C. CONSJURMEDIA Srl,

11 Dezrobirii street, Bl E 14, ap, Craiova Romania

Unique Registration Code 36594125, Nr. Trade Register J 16/1844 / 03.10.2016

Tel: +40 745 575 001

Email: romania@kesmonds-edu.ac

www.kesmonds-edu.ac

PAKISTAN

C/o Professional Development Research Institute (PDRI)

Address: House No. 32 Main Toru Road Near Abdul Wali Khan Garden Campus Mardan

Tel: +92 347 9812089

Email: pdri@kesmonds-edu.ac

www.kesmonds-edu.ac

ADMINISTRATIVE DEPARTMENTS

General Inquiries: study@kesmonds-edu.ac

Academic Affairs: academics@kesmonds-edu.ac

Students Affairs and Follow Up of Studies: studentsaffairs@kesmonds-edu.ac

Registry: registrar@kesmonds-edu.ac

Finance and Tuition: finance@kesmonds-edu.ac / accountant@kesmonds-edu.ac

Research: research@kesmonds-edu.ac

Partnersip & Public Relations: partnership@kesmonds-edu.ac

Technical and System Challenges: systemmanager@kesmonds-edu.ac

Results: results@kesmonds-edu.ac

Travel Arrangements (Student Visa & Air Tickets): travel@kesmonds-edu.ac

Media: info@opportunitynewa.tv

UNIVERSITY PRODUCTS & SERVICES

IQ RESEARCH JOURNAL

Email: editor@iqresearchjournal.com

Web: www.iqresearchjournal.com

THE OPPORTUNITY NEWS & TV

Email: info@opportunitynews.tv

Web: www.opportunitynews.tv

AFRICAN PROFESSIONAL CERTIFICATION INSTITUTE

Email: info@apci.africa

Web: www.apci.africa

AFRICAN YOUTH EMPOWERMENT PROGRAM

Email: info@myayep.org

Web: www.myayep.org

AFRICAN UNIVERSITIES DIRECTORY

Email: www.africanuniversitydirectory.org

Web: info@africanuniversitydirectory.org

VOCATIONAL TRAINING INSTITUTE OF KESMONDS

Email: info@vtik.org

Web: www.vitik.org

KESMONDS TRAVELS

Email: travels@kesmondstravels.com

Web: www.kesmondstravels.com

KESMONDS DESIGNS

Email: design@kesmonds.com

Web: <https://design.kesmonds.com/>

KESMONDS GROUP LIMITED

Email: info@kesmonds.com

Web: www.kesmonds.com

