

SALT University College

Policy on Community Outreach Policy

1.0 Introduction

SALT University College (SUC), located in Accra, Ghana, is committed to raising, training, and developing transformational servant leaders for business and public life in Africa and the global marketplace. As a postgraduate institution emphasizing integrity, stewardship, and leadership, SUC recognizes community outreach as a core pillar of its mission, alongside teaching and research. This policy provides a framework for engaging with external communities, stakeholders, and partners to address socioeconomic challenges, foster mutual growth, and contribute to sustainable development. The purpose of this policy is to:

- Define community outreach and its integration into SUC's academic and operational activities.
- Establish principles, strategies, and responsibilities to ensure ethical, inclusive, and impactful engagement.
- Promote reciprocity, where SUC's expertise benefits communities while enriching student learning, faculty research, and institutional relevance.

This policy supports SUC's vision of servant leadership by encouraging activities that empower communities, particularly in areas like youth development, business innovation, public sector reform, and sustainable practices in Africa.

2.0 Definitions

- **Community Outreach:** The application of SUC's academic, research, and resource capabilities to collaborate with external stakeholders (e.g., local communities, NGOs, businesses, governments) for mutual benefit, addressing societal needs while enhancing teaching and learning. This includes service-learning, volunteerism, partnerships, and knowledge exchange.
- **Community Engagement:** A scholarly process involving reciprocal partnerships with communities to co-create knowledge, solve problems, and promote social responsibility. It encompasses outreach but emphasizes long-term, sustainable collaborations.
- **Stakeholders:** Internal (students, faculty, staff) and external (local residents, organizations, industry partners) groups involved in outreach activities.
- **Servant Leadership:** A core SUC value, where leaders prioritize community needs, integrity, and stewardship in all engagements.

3.0 Scope

This policy applies to all SUC faculty, staff, students, and partners involved in outreach activities, both on-campus and off-campus, within Ghana and internationally. It covers initiatives in education, health, economic development, environmental sustainability, and leadership training. Activities must align with SUC's focus on postgraduate education and African development, excluding purely commercial or unrelated endeavors.

4.0 Principles

SUC's community outreach is guided by the following principles:

- ***Social Responsibility and Servant Leadership:*** Outreach must address community needs, promote equity, and foster transformative change, aligning with Sustainable Development Goals (SDGs) such as SDG 4 (Quality Education), SDG 8 (Decent Work and Economic Growth), and SDG 17 (Partnerships for the Goals).
- ***Reciprocity and Mutual Benefit:*** Partnerships should benefit both SUC and communities through knowledge exchange, capacity building, and shared resources, avoiding paternalism or exploitation.
- ***Inclusivity and Equity:*** Ensure participation of marginalized groups (e.g., women, youth, rural populations, persons with disabilities) with culturally sensitive approaches that respect diversity and address power imbalances.
- ***Ethical Engagement:*** Adhere to SUC's Code of Ethics, obtaining informed consent, ensuring confidentiality, and minimizing harm. Ethical clearance is required for research-involved outreach, with provisions for post-activity review if needed.
- ***Sustainability:*** Prioritize long-term impact through community-led initiatives, formal agreements (e.g., Memoranda of Understanding), and integration with national agendas like Ghana's National Development Plan and AU Agenda 2063.
- ***Transparency and Accountability:*** Maintain open communication, clear expectations, and regular feedback mechanisms to build trust and measure outcomes.
- ***Adaptability:*** Tailor activities to local contexts, using participatory methods and leveraging SUC's expertise in leadership and stewardship.

5.0 Objectives

- To integrate community outreach into SUC's curriculum, research, and operations, enhancing graduates and producing socially responsible leaders.
- To build sustainable partnerships that address key challenges in Ghana and Africa, such as unemployment, inequality, and leadership deficits.
- To contribute to global knowledge on community engagement through documented best practices and collaborations.
- To empower communities through skill-building, mentorship, and resource sharing, while providing experiential learning opportunities for students.
- To evaluate and continuously improve outreach for greater impact and alignment with international benchmarks.

6.0 Strategies and Activities

SUC will implement outreach through the following strategies:

- ***Partnership Development:*** Form multi-stakeholder collaborations (e.g., with NGOs, businesses, governments) using participatory assessments to identify needs. Activities include joint workshops, mentorship programs for youth leaders, and industry internships.

- ***Service-Learning and Experiential Programs:*** Integrate outreach into postgraduate courses, such as community-based research projects or leadership training seminars for local entrepreneurs.
- ***Knowledge Dissemination:*** Offer short courses, webinars, and publications on stewardship and integrity, leveraging open distance learning (ODL) for wider access.
- ***Volunteerism and Events:*** Organize community events like health awareness campaigns, environmental clean-ups, and leadership forums, encouraging student and staff participation.
- ***Research and Innovation:*** Conduct community-based research on African development issues, co-creating solutions with partners and disseminating findings for policy influence.
- ***Resource Sharing:*** Provide access to SUC facilities, expertise, and funding for community initiatives, prioritizing sustainability through capacity building.

All activities will use modes like informing, consulting, involving, collaborating, and empowering, with empowerment as the goal for community ownership.

7.0 Responsibilities

- ***Community Outreach Committee (CoC):*** Oversees policy implementation, approves initiatives, and monitors impact. Comprises faculty, students, staff, and external representatives.
- ***Faculty and Staff:*** Lead or participate in outreach, integrate it into teaching/research, and report annually. Time spent is recognized in performance evaluations and promotions.
- ***Students:*** Engage in activities as part of learning, with academic credit where applicable, and provide feedback.
- ***Community Partners:*** Co-design and co-implement activities, ensuring alignment with local needs.
- ***Administration:*** Allocates resources, facilitates ethical clearances, and ensures compliance with policies.

8.0 Governance and Structures

Governance follows a co-governance model with community participation, as recommended in UNESCO-affiliated guidelines for community-university partnerships. A dedicated Outreach Office will coordinate activities, supported by the CoC. Formal agreements (e.g., MOUs) will govern partnerships, with annual reviews.

9.0 Resources

SUC will allocate budget, staff time, and facilities for outreach, seeking external funding (e.g., grants, donations). Training will be provided on ethical engagement and participatory methods.

10.0 Monitoring, Evaluation, and Learning

Activities will be monitored using qualitative and quantitative indicators co-developed with communities. Annual reports will assess impact on SDGs, community satisfaction, and learning

outcomes. Feedback mechanisms (e.g., surveys, focus groups) will drive improvements, with evaluations shared publicly.

11.0 Review

This policy will be reviewed every three years by the CoC, incorporating stakeholder input and updates to international standards.