

Committed to Excellence in the Public Sector

Ethiopian Civil Service University: A Brief Profile

August 2024

Addis Ababa, Ethiopia

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1. General Information about Ethiopian Civil Service University

Name of the University: Ethiopian Civil Service University

University differentiation by Ministry of Education (MoE): A graduate and Research University

Logo:



List of Campuses:

- Main Campus (CMC Road, Addis Ababa)
- Woliso Campus (Woliso ,Oromiya Region)

Name and Address of the President:

Name: Prof. Fikre Dessalegn, President of ECSU

Mob. Phone: (+251) 912 214150

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Vision:

To become a center of excellence, competent and equipped with state of the art technology, in the field of public service by 2030

Mission:

To continuously build the capacity of the public sector by providing high-quality and specialized education, training, consultancy, research, and community services in order to enable the later to become efficient, effective, transparent, and accountable public service provider.

University Address:

Tel.0116 46 2887; Fax: 0116463016 P.O.Box5648; E-mail: IPRD@ecsu.edu.et or Pr.ecsu@gmail.com; Website: www.ecsu.edu.et; Tweeter: @ECSU tweets; Facebook: Ethiopian Civil Service University; FM Radio: 100.5MHz.

2. A Brief Overview of Ethiopian Civil Service University

2.1 Background

Following the introduction of a federal government system in Ethiopia in 1991, nine new regional states and two autonomous city administrations were established under a federal government — these changes have significantly increased the size of government. Though the new federal system have significantly decentralized power to regional states and lower administrations, the capacity of public sector established in both federal and regional states were very limited; as a result there exist deficit in implementation capacity among civil service institutions at all levels. And to address this gap and continuously build and transform the public sector at all levels, the federal government has established Ethiopian Civil Service College in 1995 (later become Ethiopian Civil Service University in 2011), as public higher education institution in Ethiopia mandated to solely build and transform the capacity of the public sector.

Beginning from its establishment, the Ethiopian Civil Service University has been engaged in providing specialized education and training programs specifically tailored to the demands and aspirations of the civil service in the country. And as a result, it has produced quite significant number of professional graduates, 50,000 (with diploma, first, second and PhD degree). The university has also conducted, published and disseminated about 300 researches on pertinent public sector issues and therefore contributed to the making of evidence-based public sector policies. Providing need-based short term training to 200,000 public sector employees and leaders, the university has also contributed to build and up-date the capacity of civil servants across the nation. The university has also provided significant consultancy services to the public sector in several areas, including public sector re-engineering. It has also undertaken significant engagement in community services.

In addition, in ordered to strengthen bilateral and regional cooperation in the horn of Africa, the Ethiopian Civil Service University, through partnership with domestic and international organizations, have attempted to discharge its continental and international role by providing scholarship opportunities to civil servants of neighboring countries, and so far it has produced 448 graduates, coming from countries, including Federal Republic of Somalia, Kenya, Uganda and South Sudan.

The Ethiopian Civil Service University, to maintain and enhance its competency, has been engaged in strategically developing its own capacities, human resources, infrastructure, and administrative and operational systems. And currently, the university has 1520 staff (from which 319 are academic). About more than 50 percent of the academic staff has PhD with a rank of assistant professor and above—though there is still a need to further enhance staff portfolio of the university to effectively undertake PhD programs and produce high-end research outputs.

The Ethiopian civil service university has also undergone through several reforms and organizational structures from time to time. Currently, following the decision by the Ministry of Education to classify universities in to three specializations: graduate and research universities, comprehensive universities, and applied universities— ECSU has been classified as a graduate and research university along with other senior and first generation universities of the country. And therefore based on the recommendation of Ministry of Education, the university is currently reorganizing itself organizational structures.

In general, the Ethiopian civil service university in its three decades of journey of excellence in higher education has managed to make significant contribution in building capacity of the public sector. However, there still remains significant obstacles in the public sector that undermines its aspiration to become an efficient, effective and accountable public service providers—and the Ethiopian Civil Service University will continue to engage the public sector to battle and conquer its challenges by providing specialized education, training, research, and consultancy services.

2.2. Governing and Advisory Bodies of the University

The University has the following Governing and advisory Bodies

1. Board
2. President and vice presidents
3. Senate
4. Managing Council
5. University Council
6. College/School/Institute Academic Commission
7. Departments Council
8. Standing and AD-hoc committees that may be established by the senate, university Council or executive university officers

2.3. Our Programs

The Ethiopian Civil Service University has three Colleges and one school: College of Urban Development and Engineering, College of Finance, Management and Development (CFMD), College of Leadership and Governance (CUDE), and School of Law. Under the colleges there are different Departments/schools/institutes organized to offer different graduate and under graduate specialized programs focus on different areas of field.

2.3.1. Our Specialized Educational programs

2.3.1.1. Bachelor Degrees in:

1. Development Management
2. Public Financial Management
3. Tax and Customs Administration
4. Accounting and Finance
5. Procurement and Asset Management
6. Urban Planning
7. Urban Engineering
8. Surveying Engineering
9. Urban Land Management and Information System
10. Law
11. Management
12. Economics

2.3.1.2. Masters Degrees in:

1. Development Economics
2. Public Management
3. Public Financial Management
4. Tax Policy and Administration
5. Customs Administration and International Trade
6. Transport Planning and Management
7. Accounting and Finance
8. Development management
9. Procurement and Assets Management
10. Housing Development and Management
11. Real Property Valuation
12. Comparative Business Law
13. Development Policy
14. Comparative Constitution and Public Law (LLM)
15. Leadership and Governance
16. Public Policy Studies
17. Social Security Management
18. International Law (LLM)
19. Federalism Studies
20. Diplomacy & International Relations
21. Criminal Law and Justice
22. Governance and Development
23. Peace and Security
24. Social Policy
25. Policy Analysis
26. Migration and Development
27. Urban Management
28. Urban Infrastructure Provision and Management
29. Urban Land Development and Management
30. Urban Planning and Development
31. Environment and Climate Change Management
32. Development Communication and Media Studies
33. Project Leadership and Management

2.3.1.3. PhD Degrees in:

1. Public Management
2. Public Financial Management
3. Urban Planning and Development
4. Mobility and Infrastructure Planning and Management
5. Environment and Climate Change Resilience
6. Urban and Regional Studies
7. Leadership and Public Policy Studies(specialization in leadership)
8. Leadership and Public Policy Studies (specialization In Public Policy Studies)
9. Development Economics

2.4. Research and Partnership

The office of Vice President for Research and Partnership (VPRP) is accountable to the President of the University with the responsibility of leading, coordinating and facilitating the university's research and partnerships. Provide direction and support in the development and implementation of the University goals, objectives, and strategic plans to advance research, partnership and consultancy services that the university is undertaking to meet its vision.

Research plays a crucial role in producing excellent research output in the areas of the public sector as well as in linking and improving specialized programs, training and consultancy. Being as Research University, Research and partnership is one of the core business of ECSU. Solving problems and building the capacity of the public service through research is paramount of the VPRP. The focus of the research in the university is clearly articulated in senate legislation, research policy and other civil service capacity building strategies. Its rationale is conducting well-organized problem solving research in to issues concerning policy development and

strategies improvement, public sector service improvement and being an input in capacity building of public sectors leaders and professionals.

In this regard, Office of the Vice President for Research and Partnership (VPRP) works closely with Colleges, Institutes, Schools, Centers, and various academic and administrative support units of the University to develop and implement research and community services, and consultancy strategies as well as with internal and external partners to enhance the University's research infrastructure, obtain funds and create opportunities for high quality research and community services, and consultancy

2.4.1. Offices and Centers answerable to the VPRP and assist the research and partnership

1. Grant Seeking and Partnership Administration Directorate
2. Community Engagement, University-Industry Linkage and Technology Transfer Directorate
3. Research Affair Directorate
4. Directorate of Research and Consulting Centers
5. Research and Consultancy Centers Directorate
6. Special Assistant, Research and Partnership V/President
7. Printing Service Executive
8. Civil Service University Community Radio Station

2.4.2. Themes and Focus areas of Research

The fact that the university focuses on public sector capacity building, the policy recognizes multi-disciplinary research that contributes to the overall capacity enhancement in the public sector. The research priority areas will be developed through the use of an all-inclusive consultative process involving the university's research centers, colleges, departments, partnering government ministries, regional governments and other relevant stakeholders.

The priority research areas shall be recalibrated from time to time in accordance with the need to do so. However, areas pertaining to Public Policies and Strategies, Public Reforms, Leadership Development, Ensuring and Sustaining Good Governance, Promoting Development Agendas,

Building Capacity of the Public Service, and Urban Infrastructure Development and Urban Governance are among the core thematic areas of research interest.

2.5. Partnership and Collaboration

Educational partnership has nowadays become a common practice in higher education. Higher education institutions establish academic collaborations and partnerships with other institutions for a number of reasons including resource sharing, curriculum innovation, and reputation enhancement.

The University is particularly interested in partnerships that combine teaching, research and other components which are intended for joint problems solving, resource exchange, cooperation, coordination and coalition building. The relationship among partners can be temporary (local bodies, including government, grassroots NGO's) or permanent with established higher education institutions (HEI) partners (colleges, universities, commercial or non-profit as well as specialist organizations) in the Ethiopia and internationally who share our ambitions, values and aspirations.

2.5.1. Strategic aims of ECSU Partnership

The strategic aims of ECSU Partnership are: -

- Create mutually beneficial partnership with public and private sector
- Works with local and international partners to enhance the university's research infrastructure ,fund and other opportunities for high quality research and community service
- Work with external partners to enhance the university's infrastructure and opportunities for higher quality training and consultancy service

2.5.2. Areas of Interest for Collaboration

The Ethiopian Civil Service University seeks to collaborate with universities and other institutes and organizations in the following areas, and determined to discharge its responsibilities, arising from the realization of these collaborations. The following areas of collaboration are presented as per their level of significance.

- Staff development
- Staff exchange program.
- Visiting scholars..
- Student exchange programs
- Conducting dual educational programs and awards
- Joint Ventures in research and other projects
- Online training and others

2.5.3. Some of Our International Partners

	Name of Country and Organization / Dept. /University
1	Beijing Foreign Studies University (BFSU)
2	Ministry of Labor, Public Service and Human Resource Development of South Sudan
3	Kangwan National University /South Korea/
4	Institute of African Studies Center Leiden university(Netherland)
5	Ministry Of Labor, Public Service and HRD of S. Sudan
6	Institute for Poverty alleviation and Int. Development Yonsei university Wonju, Republic of Korea.
7	LEC Cities (London School of Economics and Political Science)
8	School Of Planning And Architecture , New Delhi, India
9	Conciliation Resources(London,United Kingdom) Funded by (GFFO)Germany Federal Foreign Office)
10	Hochschule Kehl University Applied Science (Germen)
11	National University Of Public Service (Hungary)
12	Karl Franzens University of Graz Financed by Austrian Development Cooperation

2.5.4. Some of Our National Partners

Some of our National partners		
S.N	Name of Country and Organization / Dept. /University	Field of Cooperation
1	Ministry of Urban Development and Construction	To capacitate the urban sector professional in education ,training and Consultancy and conduct research
2	Ethiopian Police University College	To establish close working relationship, To facilitate effective and efficient utilization of synergizing their resources towards the development of human capital and to materialize the vision, mission and objectives the two parties
3	Ministry of National Defense/ Ethiopian Air Force Head Quarter	Capacity Building for exclusive staff of Air Force Head Quarter
4	Hope University College	Exchanging experience in different field ;Identifying international partners together ; Exchanging consultants and Working together in standardizing the services ; Sharing information and Cooperating in the development of project and strategic Working on service reform programs ;Holding Implementing other cooperative efforts deemed to be mutually beneficial and viable for the parties
5	Ministry of Urban Development and Construction	Enhance Cooperation capacity building of public servants
6	Ethiopian Management Institute	Make use of their capacities in selected areas in order to maximize overall productivity
7	Ethiopian Leadership Association	To create modalities for collaborative work and cooperation in their common pursuit of leadership excellency, organization strengthening or reform, citizens capacity building and public service modernization with special attention.
8	Ethiopian Technical University	To create Joint training and consulting and supporting in awarding competency certificate to the consultant
9	The Federal Justice and Legal Research and Training Institute	Synergize the activities of the Ethiopia Justice Research and Training Institute (JLRTI);Provide framework for cooperation and lay responsibilities between the parties in various areas
10	The Federal Democratic Republic of Ethiopia Ministry of Urban Development & Construction	Identifying training needs and the organizational constraints and Conducting research and studies in the sector Providing training, education and consulting service and Providing complete assessment
11	JAMZ Training and consultancy Center	Joint Training and Consultancy

2.6. Training Institute

Building the capacity of the public sector through short-term training is one of the missions of the Ethiopian Civil Service University. At present, Training Institute (TI) is mandated to deliver training services. The institute has offered various practical and interactive generic- and tailor-made training to employees and leaders of different public sector organizations typically categorized into three, such as short-term, medium-term and long-term.

2.6.1. Our History

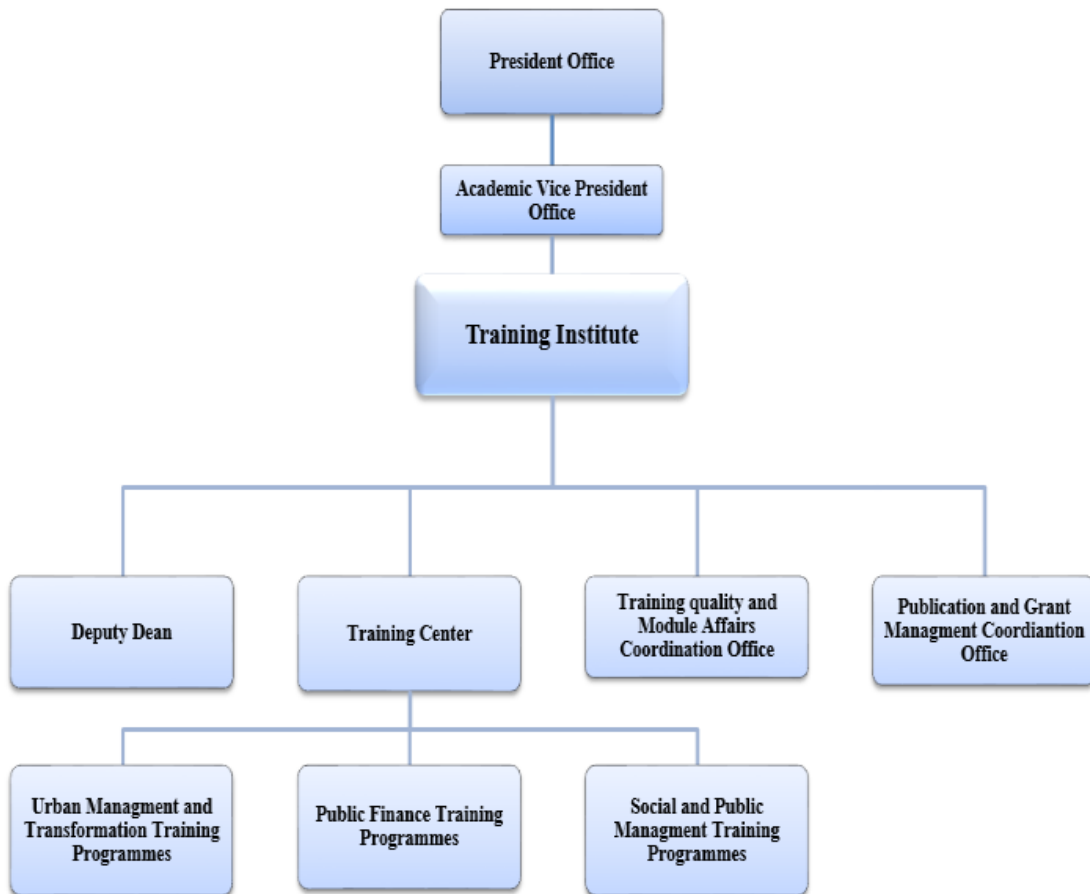
Almost 30 Years of History in Delivering Short-term Training to the Public Sector

The history of our training service goes back to the establishment of the University, the then Civil Service College, in 1996 having the mandate of building the capacity of Ethiopian civil service. The training services have gone through various structural re-organizations. Initially, in 1996, the training services were organized under Centre for Professional Development (CPD), which was renamed as Centre for Civil Service Leadership and Management Development (CCSLMD) to give due attention to the Civil Service Reform Programs (CSRPs) in 1997. By being a unit, in 2001, the training services were merged with the then Institute of Public Management and Development (IPMDS). In 2002, it evolved to a Centre called as Centre for Training and Consultancy (CTC) and placed under the office of academic vice president. By then, CTC had three training and consultancy teams where different training programs were administered.

In 2016, the training services of the University along with consultancy were organized and led by a vice president level renamed as Training and Consultancy Division at Vice. Under the office of the vice president, the training and consultancy services of the university were run by four training and consultancy centers and two coordination directorates. Following the designation of the University as one of research universities in Ethiopia and adoption of Ministry of Education standardize structure, the training institute (TI) was established in 2023 with responsibilities of administering short term training services. TI is placed under Academic Vice President Office having equal status of colleges.

All in all, our university has nearly three decades of successful engagements with various public sector organizations at federal, regional and city administration levels to develop and deliver customized training programs

2.6.2. TI's Structure and Work Units



2.7. Our Academic Staff and Students

2.7.1. Number of academic staff

Ethiopian Civil Service University currently employees 1520 staff, of which 319 are academic staff.

2021/2022 Academic Year	Graduate Assistant			Lecture			Assistant professor			Associate Professor			Professor		
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
	4	1	5	117	45	162	122	1	13	13	-	13	5	-	5
Total Number of Academic Staff= 319 (Male=261, Female=58)															

2.7.2. Number of Students by Educational Program

2021/2022 Academic Year	Undergraduate			Master			PhD		
	M	F	T	M	F	T	M	F	T
	523	199	722	4655	1641	6296	63	10	73
Total Number of Students= 7,091									

2.7.3. International Students

We recognize that successful ongoing international engagement, particularly with countries in our region, is critical to the University's future success. Each year we host significant numbers of international students. At the movement we have students from different African countries -Somali land, Uganda, Burundi, Kenya, Sudan, South Sudan, Put land, Somali Republic and Rwanda

2.8. Our Facilities

We have an ongoing commitment to invest in facilities that support excellent education and research, and improve the University experience for students, staff and the community.

- **Conference hall**
Three modern conference halls are located at main camps of the university (Hidase Hall, Abay hall,Omo Hall) with the capacity of 1000 ,350 and750 participant respectively and fully equipped with modern technologies-sound system ,air conditioning
- **IT facilities**
These flexible areas include computer labs, wired and wi-fi internet access, and e-learning applications.
- **Library**
ECSU has two libraries in the Main Campus on CMC Road with a collection of over 52,000 titles of books reference materials, documents, journals and magazines. It gives automated services (digital library, internet, computer-based catalogue search, and lending and security system.)
- **Restaurant**
The university restaurant has a capacity 400 seats serving country and international buffet
- **Staff lounge**
- **Students accommodation (Cafeteria ,lunge and dormitories)**
- **International and local academic Staff Residence halls**
- **Syndicate rooms**
ECSU has 11 syndicate rooms with the capacity of 50 participant each and fully equipped with internet connection, LCD projector, sound system
- **ECSU Hostel**

In an endeavor to become self-autonomous university, ECSU has been engaged in different revenue generation and capacity building activities. Among these the well-equipped and furnished 7 floors modern Hostel has been built and become all set for the service. This Hostel has 120 bedrooms with all the best facilities for the customers.

2.8.1. Research Resources Centre

To enable researchers, academicians and students to carry out their research activities in an intensive and efficient manner; ECSU has established an organized Research Resources Centre where they can easily access electronic resources for their research work.

Electronic Resources available at the centre:-

E-Journals 31 Databases, 55000 E-Books,1,500 E-Thesis and Dissertation,6 Online Data base on JSTOR; more than 12 million academic journal articles, books and primary sources on 75 disciplines, which are easily used as resources for review of related articles and research methods

On African Journals Online (AJOL) more than 500000 journals, book chapters, abstracts collected from 31 African countries; On Science Direct more than 18 million contents More than 4,000 educational magazines Over 30,000 eBooks;

From Eerald E-Journal Collection more than 255,000 articles on business, management, economics, engineering, computer and other social sciences.

And other various books and research resources from University of Chicago Press and Oxford University Press are also available at the centre.

Links to access the Centre are:-

ECSU Digital Library URL

diglib.ecsu.edu.et

or

<http://10.2.0.14>

Electronic Journals URL

<http://www.ecsu.edu.et/electronic-journal>

OPAC URL

<http://10.2.0.12>

2.8.2. Development Learning Centre (DLC)

ICT is a prime mover of performance and ICT Directorate will continue providing services to the entire university community in order to maximize productivity. The Ethiopian Development Learning Centre (DLC), which is organized under university's Information Communication Directorate, is organized as a competences centre for the technology-supported learning and teaching, ICT and knowledge management for the public sector in Ethiopia. It has played crucial roles in building capacities for achieving the nation's developmental goals since its establishment of 2000 as an ICT-based public sector capacity building program.

The DLC is hence an access for the latest knowledge and experiences in the need for building capacity by connecting decision-makers, practitioners and end-users through the DLC services, Knowledge services and facility services with 80MB Broadband transmissions capability for data and video conferencing in which images and words are captured in a real time.

Teams in the Centre

- E-learning Team
- ICT Training and Consultancy Team

E-learning Team Services Include

- Development, implementation and hosting of your next e-learning-based training program
- Multimedia-studio for producing educational videos, audios and interactive applications
- Conducting discussion with assigned subject matter experts on how to convert learning resources in to blended learning approaches
- Recording lectures into audios, videos and well-designed PowerPoint presentations
- Digitalize learning materials (modules, readers, references books etc) for online uses
- Editing online learning materials based on end users' needs and Uploading materials developed
- State-of-the-art data centre and e-learning platform for hosting

ICT Training and Consultancy Team

ICT Training and Consultancy Section provide various ICT trainings and ICT Consultancy services for the University's and other public organizations for building their ICT capacity. The training is provided through online, video conference and Computer Labs.

ICT Training and Consultancy Team Services:

- ICT Fundamental trainings
- ICT Advanced trainings
- Different ICT Consultancies
- ICT training facilitations.

Other Related Services

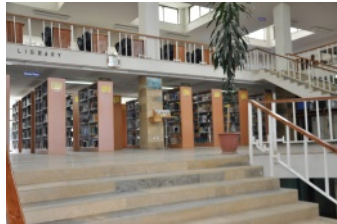
Hosting of Training Conferences, events using the following facilities

- International Video-conferencing
- Local Video- Conferencing (Woreda-Net)
- Computer Library
- Breakout Rooms
- Plenum-Presentations
- Internet-Café(Open Space)
- High Speed Internet Connections(2 GB)
- High- performance Data –Centre
- Multimedia-Lab

2.8.3. Some of the Supportive Pictures



President Office



Library



Data Center



Hidasse Hall



Abav Hall



Community Radio



Smart Room



Residential for trainees



Staff Residence



ICT lab



Development learning Center



Students' dormitory



Students 'Clinic



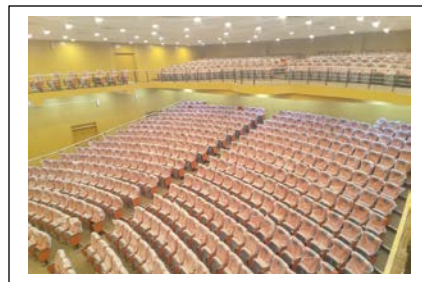
ECSU Hostel



Academic Building



Employees Apartment G+10, 2 Buildings

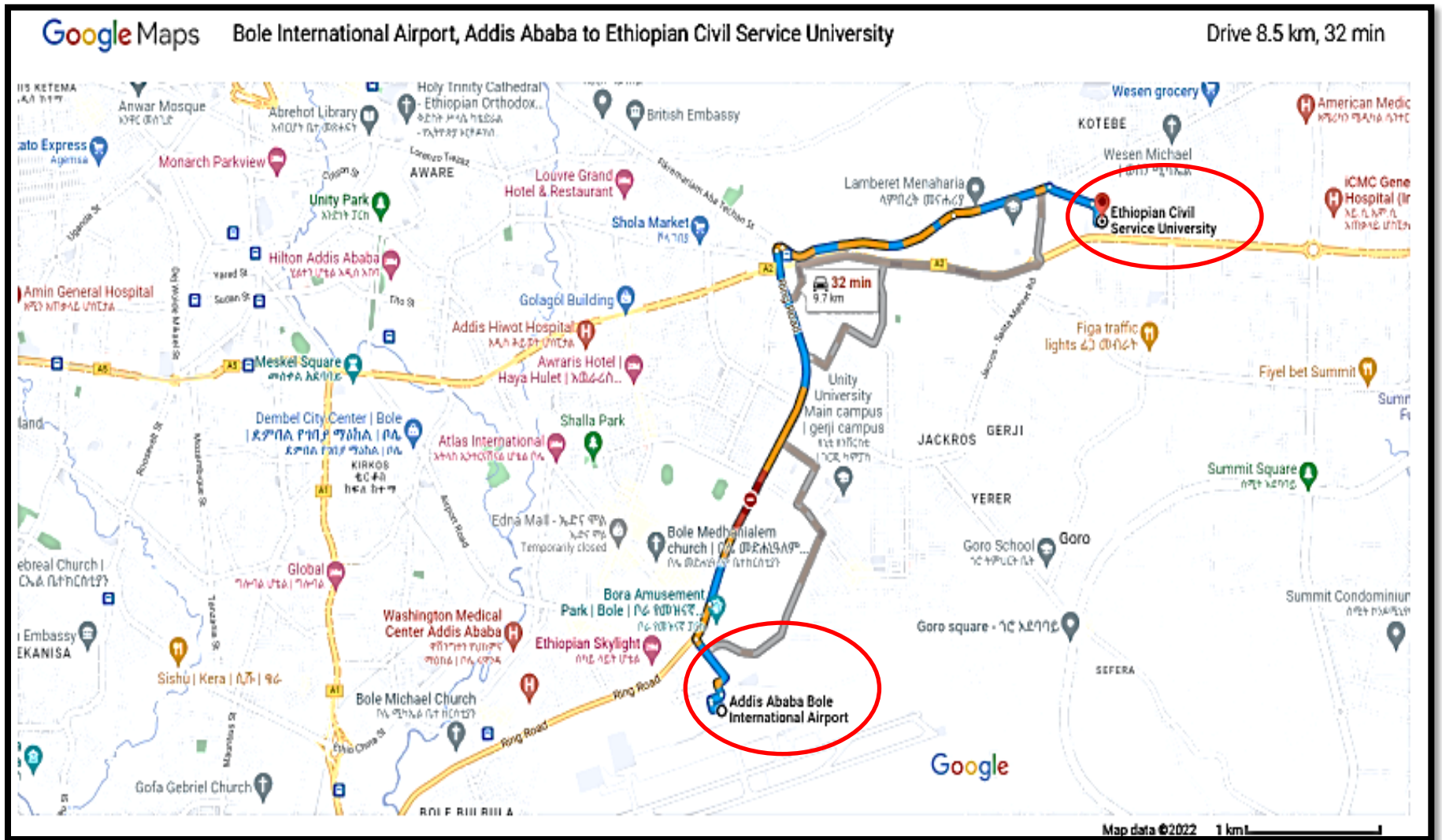


Omo Hall



Students' dormitories

2.9. Map of the University



**Contact
Person**

Name: Tariku Ayano

Position: Public and International Relations Executive

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Official Email Address of the University : IPRD@ecsu.edu.et

End.