



FEDERAL REPUBLIC OF NIGERIA

**Views of the Government of the
Federal Republic of Nigeria
on the
Visitation Panel Report into the Affairs of the
Alex Ekwueme University, Ndufu-Alike
(2016 - 2020)**

DECEMBER, 2022

PRINTED BY THE FEDERAL GOVERNMENT PRINTER, LAGOS.

**WHITE PAPER ON THE REPORT OF THE VISITATION PANEL INTO THE AFFAIRS
OF ALEX EKWUEME UNIVERSITY, NDUFU-ALIKE
(2016–2020)**



ARRANGEMENT OF PARAGRAPHS

Paragraph :

1. Publication of Federal Government White Paper on the Report of the Visitation Panel into the Affairs of Alex Ekwueme University, Ndufu-Alike (2016–2020)

2. Citation.

SCHEDULE

**WHITE PAPER ON THE REPORT OF THE VISITATION PANEL INTO
THE AFFAIRS OF ALEX EKWUEME UNIVERSITY, NDUFU-ALIKE.
(2016–2020)**

1. The Federal Government White Paper on the Report of the Visitation Panel into the affairs of the Alex Ekwueme University, Ndufu-Alike (2016–2020) as provided in the schedule to this Notice is hereby published in the Federal Government Gazette.

Publication
of Federal
Government
White Paper
on the
Report of
the Visitation
Panel into
the affairs of
the Alex
Ekwueme
University,
Ndufu-Alike.
(2016–
2020).

2. This Notice may be cited as the “White Paper on the Report of the Visitation Panel into the affairs of the Alex Ekwueme University, Ndufu-Alike (2016–2020)”.

Citation.

1.0. INTRODUCTION

The President, Muhammadu Buhari, GCFR, Commander-in-Chief of the Armed Forces of the Federal Republic of Nigeria, in exercise of the powers conferred on him as Visitor to Alex Ekwueme University, Ndufu-Alike, Ebonyi State, approved the constitution of a Visitation Panel to the University, covering the period 2016 to 2020. Consequently, the Permanent Secretary, Arc. Sunday Echono, representing the Honourable Minister of Education, Mal. Adamu Adamu inaugurated the Panel on 13th April, 2021 at the National Universities Commission, Maitama, Abuja.

1.1. COMPOSITION OF PANEL

Members of the Panel were :

- | | | | | | | | |
|-------|--------------------------------|----|----|----|----|----|-----------|
| (i) | Amb. Usman Sarki | .. | .. | .. | .. | .. | Chairman |
| (ii) | Dr. Modupeola B. Adeniran | .. | .. | .. | .. | .. | Member |
| (iii) | Dr. Wilfred A. Iguodala | .. | .. | .. | .. | .. | Member |
| (iv) | Alh. Usman Ibrahim Shehu (FCA) | .. | .. | .. | .. | .. | Member |
| (v) | Prof. Victor Dugga | .. | .. | .. | .. | .. | Member |
| (vi) | Prof. Olubunmi A. Omotesho | .. | .. | .. | .. | .. | Member |
| (vii) | Dr. Victoria Terkumbur Pillah | .. | .. | .. | .. | .. | Secretary |

1.2. TERMS OF REFERENCE

The Panel's Terms of Reference were to :

(i) inquire into the level of implementation of the White Paper on the last Visitation Report ;

(ii) examine the leadership quality of the University in terms of the roles of the Governing Council, the Vice Chancellor, other Principal Officers as well as organs of the Institution ;

(iii) look into the financial management of the Institution including statutory allocations and internally generated revenue over the recommended period, and determine whether it was in compliance with appropriate regulations ;

(iv) investigate the application of funds, particularly the special grants and loans meant for specific projects, in order to determine the status of such projects and their relevance for further funding ;

(v) examine adequacy of the staff and staff development programs of the university ;

(vi) determine the relationship between the university and the various statutory bodies it interacts with according to its law, for the purposes of supervision, planning, finance, discipline, guidance and any other relationship (i.e., Governing Council, National Universities Commission, Federal Ministry of Education) ;

(vii) examine the law establishing the university, including the relationship between the various internal organs, units and offices, and indicate the ways the law has been observed by the competent authorities, and also suggest any modifications to the law ;

(viii) trace the historical evolution of the university and take stock of its net achievements and problems as well as its style and direction ;

(ix) examine the general security in the university and how the university has dealt with it, and recommend appropriate measures ; and

(x) examine the processes and structures of discipline of students in the university in line with due process of the rule of law.

1.3. Details of the Findings/Observations and Recommendations of the Visitation Panel, as well as the comments indicating recommendations accepted, noted or rejected by the Visitor are contained in a tabular format in sections 2 - 11 of this gazette. The highlights of the Visitor's directives include :

(i) The University should plan for, and build learning facilities for the Centre for Educational Services ;

(ii) The outsourcing of Internet services to be discontinued and the University should develop its own ICT human resources and facilities ;

(iii) The directorate of Physical Planning, Works and Services should be unbundled into two distinct Directorates of Physical Planning and Works respectively, in line with the University Act ;

(iv) The University should plan and implement a comprehensive water project to serve the University community ;

(v) The Management should maintain zero growth in employment in the Bursary in view of its overblown staff strength ;

(vi) The Council should take another look at the Directorate system in the entire University to avoid duplications and creation of bogus cost incurring centres ;

(vii) Council to prune the present unwieldy structure of the Bursary Department ;

(viii) Council should ensure the Bursary automates its processes ;

(ix) The University should develop a fixed assets policy and maintain a proper Fixed Assets Register ;

(x) The University should desist from operating unapproved budget, especially internal budget ;

(xi) Council should evolve a standard budgetary allocations system ;

(xii) Council to establish a Budget monitoring Committee ;

(xiii) The University Management should continue to explore opportunities to diversify its sources of Internally Generated Revenue ;

(xiv) Council should ensure that Messrs Zerock Construction Nig. Limited and Heavy Wind Integrated Services Limited are blacklisted ;

(xv) EFCC should investigate Messrs Zerock Construction Nig. Limited and Heavy Wind Integrated Services Limited ;

(xvi) The University should have zero employment in senior administrative staff cadre between CONTISS 6-11 ;

(xvii) The University should make effort to recover the resources expended on absconded members of staff and put in place more stringent conditions of bonding to eradicate abuse in the future ;

(xviii) The Management should ensure that the Academic Brief and the Master Plan are thoroughly reviewed, approved and fully operationalised ;

(xix) The Management should ensure that the Strategic Plan is reworked to provide clearer time frames for the attainment of specified goals ; and

(xx) Council to ensure Management implements Visitor's directives contained in the General matters in the report of the visitation panel.

TERM OF REFERENCE ONE

"To inquire into the level of implementation of the white paper on the last visitation."

<i>S/No.</i>	<i>Item</i>	<i>Observations/Findings by the Visitation Panel</i>	<i>Recommendations by the Visitation Panel</i>	<i>Comments by the Visitor</i>
2.1.	REPORT ON LAST VISITATION EXERCISE	Two reports and White Papers are outstanding.	Implement the recommendations of the two Visitation Reports when the White Papers are released.	<i>Visitor notes this recomm- endation.</i>

TERM OF REFERENCE TWO

"To look into the leadership quality of the University in terms of the roles of the Governing Council, the Vice Chancellor and other Principal Officers."

<i>S/No.</i>	<i>Item</i>	<i>Observations/Findings by the Visitation Panel</i>	<i>Recommendations by the Visitation Panel</i>	<i>Comments by the Visitor</i>
3.1.	THE GOVERNING COUNCIL	<p>(a) The Chancellor had a good rapport with the University community, thereby attracting support to the institution.</p> <p>(b) Quality of leadership was rated average.</p> <p>(c) Meetings of Council of the Second Governing Council were not very regular.</p> <p>(d) The third Governing Council was inaugurated in 2020.</p> <p>(e) Council concluded and approved a reviewed Promotion Guidelines which took effect in 2020 but without gestation period.</p> <p>(f) Appeals on promotion and placements made to Council but were not decisively handled.</p>	<p>(i) The Chancellor should maintain exemplary leadership.</p> <p>(ii) Priority should be given to welfare of staff and students.</p> <p>(iii) Gestation period should be allowed before new Guidelines come into force.</p> <p>(iv) All appellate matters regarding promotion and discipline should be handled with dispatch by Council.</p> <p>(v) Statutory meetings should be held regularly and pending issues promptly attended to.</p>	<i>Visitor notes these recommendations.</i>
32	THE VICE-CHANCELLOR	<p><i>Vice Chancellor and Senate</i></p> <p>(a) The second Vice Chancellor, was rated good overall in all seventeen criteria by the staff, average in seven out of ten criteria and good in three by the students.</p> <p>(b) The University witnessed exponential growth in the establish-</p>	The current Vice Chancellor should sustain the tempo of growth achieved in the tenure of his predecessor.	<i>Visitor notes this recommendation.</i>

S/No.	Item	Observations/Findings by the Visitation Panel	Recommendations by the Visitation Panel	Comments by the Visitor
		<p>ment of faculties and academic programmes, including the Post-graduate School.</p> <p><i>Deputy Vice-Chancellors</i></p> <p>(c) The position of DVC (Administration) has been vacant since November 2020.</p> <p><i>Senate</i></p> <p>(d) Twenty additional academic programmes were established and thirty-two Regular Meetings held.</p>		
33.	REGISTRAR	<p>(a) The Registrar was rated good and average by both staff and students respectively in some items of assessment. However, he was generally rated high in keeping of confidential records.</p> <p>(b) Number of units in the Registry cumbersome.</p>	<p>(i) Registry should be reorganized and streamlined.</p> <p>(ii) Registry staff should be exposed to relevant training to improve capacity and efficiency.</p>	Visitor notes these recommendations.
34.	BURSAR	Rated good by staff in all but one criterion. Students rated the Bursar average in all eight criteria.	Professionalism should be emphasized.	Visitor notes this recommendation.
35.	LIBRARIAN	<p>(a) The tenure of the University Librarian, Dr. Okanlawon Adediji, ended in 2020.</p> <p>(b) Rated good by staff and average by students.</p>	Highest rating in record keeping. Library should be modernized.	Visitor notes this recommendation.

<i>S/No.</i>	<i>Item</i>	<i>Observations/Findings by the Visitation Panel</i>	<i>Recommendations by the Visitation Panel</i>	<i>Comments by the Visitor</i>
3.6.	OTHER ORGANS AND OFFICERS OF THE UNIVERSITY		<p>(i) Learning facilities should be provided in the Centre for Educational Services.</p> <p>(ii) Directorate of Academic Planning Unit should be reorganized.</p> <p>(iii) ICT resources and facilities should be developed.</p> <p>(iv) The Centre for Entrepreneurship and Employability should upgrade its facilities and offer more practical training programmes.</p> <p>(v) Contiguous Centres and Directorates should be consolidated.</p>	<p>(i) Visitor notes recommendations (i), (ii), (iv) and (v).</p> <p>(ii) Visitor accepts recommendation (iii).</p>
3.7.	ACADEMIC OFFICERS AND ORGANS		<p>(i) The Alumni Office should be removed from Student Affairs to Advancement Unit.</p> <p>(ii) Directorate of Physical Planning, Works and Services should be unbundled into two distinct Directorates of Physical Planning and Works respectively, in line with the University Act.</p> <p>(iii) A comprehensive water project should be planned and implemented.</p> <p>(iv) The Security Unit should be strengthened.</p>	<p>(i) Visitor notes recommendations (i), (iii), (iv) (v), (vi), (vii), (viii), (ix), (x) and (xi).</p> <p>(ii) Visitor accepts recommendation (ii).</p>

<i>S/No.</i>	<i>Item</i>	<i>Observations/Findings by the Visitation Panel</i>	<i>Recommendations by the Visitation Panel</i>	<i>Comments by the Visitor</i>
			<p>(v) The Health Services Unit should design and implement a Master Plan.</p> <p>(vi) The Legal Unit should be equipped with more experienced lawyers.</p> <p>(vii) Housing should be made available for Principal Officers and other key staff on campus.</p> <p>(viii) Hostel accommodation should be provided for students on campus.</p> <p>(ix) Provision of Recreation Centre and catering services.</p> <p>(x) Engender religious harmony and freedom of worship.</p> <p>(xi) Industrial harmony should be maintained.</p>	

TERM OF REFERENCE THREE

"To look into the financial management of each Institution including statutory allocations and internally generated revenue over the recommended period, and determine whether it was in compliance with appropriate regulations."

<i>S/No.</i>	<i>Item</i>	<i>Observations/Findings by the Visitation Panel</i>	<i>Recommendations by the Visitation Panel</i>	<i>Comments by the Visitor</i>
4.1.	STRUCTURE AND LEADERSHIP	<p>(a) Over blown staff strength of Bursary.</p> <p>(b) Five Directorates were created in the Bursary.</p> <p>(c) The Bursar had served for ten (10) years.</p>	<p>(i) There should be Zero growth in employment in the Bursary in view of its overblown staff strength.</p> <p>(ii) In the creation of Directorates, duplications should be avoided.</p> <p>(iii) The Bursary organogram should be reviewed in view of current financial realities.</p>	<i>Visitor accepts these recommendations</i>
4.2.	UNIVERSITY BANK ACCOUNT	<p>(a) The Panel noted that the University only maintains the Treasury Single Account (TSA) in compliance with Government directives.</p> <p>(b) Discrepancies in the 2011-2015 report, were appropriately reconciled.</p>	Compliance with Government directives should be maintained.	<i>Visitor accepts this recommendation.</i>
4.3.	FIXED ASSETS REGISTER	Non-maintenance of proper Fixed Assets Register.	Fixed Assets Policy should be developed and proper Fixed Assets Register maintained.	<i>Visitor accepts this recommendation.</i>
4.4.	INTERNAL AUDIT	<p>(a) Generally disorganized.</p> <p>(b) Irregular annual review, audit exercises and dearth of reports.</p> <p>(c) Inadequate office space and utility vehicles for its operations.</p>	<p>(i) The Audit Unit should be reorganized and its functions streamlined in accordance with best practices.</p> <p>(ii) Timely quarterly audit.</p>	<p>(i) <i>Visitor notes recommendations (i), (iii) and (iv).</i></p> <p>(ii) <i>Visitor accepts recommendation (ii).</i></p>

<i>S/No.</i>	<i>Item</i>	<i>Observations/Findings by the Visitation Panel</i>	<i>Recommendations by the Visitation Panel</i>	<i>Comments by the Visitor</i>
			<p>(iii) Provision of adequate office space and mobility.</p> <p>(iv) Sustain continuous training of audit staff.</p>	
4.5.	EXTERNAL AUDIT	<p>(a) Inadequate scope of reporting of some audited accounts.</p> <p>(b) Discrepancies in Personnel, Capital and Overhead accounts.</p>	<p>(i) There should always be reconciliation of differences.</p> <p>(ii) The Bursary should ensure that Management Accounts are professionally prepared and presented as and when due.</p> <p>(iii) The Governing Council should pay closer attention to its oversight functions regarding University finances.</p>	<i>Visitor accepts these recommendations.</i>
4.6.	BUDGET AND BUDGETARY CONTROL	<p>(a) Non-participatory budgeting.</p> <p>(b) The allocations for 2017 and 2018 had no proper summary that would have given a global picture of funds distribution.</p> <p>(c) Ineffective use of vote books.</p>	<p>(i) A budget policy and standard budgeting process should be operationalized.</p> <p>(ii) Unapproved budgeting should cease.</p> <p>(iii) Budgetary allocations from the office of the Bursar should be dispensed with.</p> <p>(iv) There is the need for Budget Monitoring Committee to ensure compliance and appropriate utilisation of budgetary allocations.</p>	<p>(i) <i>Visitor accepts recommendations (i) and (ii).</i></p> <p>(ii) <i>Visitor notes recommendations (iii) and (iv).</i></p>

B 16

<i>S/No.</i>	<i>Item</i>	<i>Observations/Findings by the Visitation Panel</i>	<i>Recommendations by the Visitation Panel</i>	<i>Comments by the Visitor</i>
4.7.	INTERNALLY GENERATED REVENUE		<p>(i) Sustain tempo of creative initiatives in Internally Generated Revenue without jeopardizing academic standards.</p> <p>(ii) Proper classification of Internally Generated Revenue.</p> <p>(iii) Prudent expenditure and utilization of Internally Generated Revenue on capital projects and maintenance of facilities.</p>	<i>Visitor notes these recommendations.</i>

TERMOFREFERENCEFOUR

"Investigate the application of funds, particularly the special grants and loans meant for specific projects in order to determine the status of such projects and their relevance for further funding."

S/No.	Item	Observations/Findings by the Visitation Panel	Recommendations by the Visitation Panel	Comments by the Visitor
51.	APPLICATION OF FUNDS	<p>(a) Funds for personnel, overhead and capital grants were received.</p> <p>(b) The Tertiary Education Trust Fund (TETFund) grants were used for Normal Intervention and Special Intervention Projects.</p> <p>(c) Evidence of transformational infrastructural developments in the period under review.</p> <p>(d) Projects were embarked upon by MDAs, AE- FUNAI Parents forum and individuals.</p> <p>(e) A number of projects were executed from its Internally Generated Revenue (IGR) totaling NS74,270,124.</p>	<p>(i) Auditors should comply with professional requirement and obligation of disclosure.</p> <p>(ii) Proper classification of assets and evaluation of projects</p> <p>(iii) Diversify Internally Generated Revenue.</p> <p>(iv) Sustain massive infrastructural drive.</p> <p>(v) Management should endeavour to appropriate at least 50 per cent of its Internally Generated Revenue on capital projects at this stage of its development.</p>	<p>(ii) Visitor accepts recommendations (i), (iii) and (iii).</p> <p>(iii) Visitor notes recommendations (iv) and (v).</p>
52.	COMPLETED / ONGOING PROJECTS	<p>(a) TETFund projects included construction works, supplies and procurements. There were also some building renovation and upgrade, ICT/website services, entrepreneurship, merged zonal, academic research and other development purposes.</p> <p>(b) There were 45 individual projects in total, including 3 NEEDS Assessment projects.</p>	<p>(i) The University should be given its TETFund grants in lump sums to decide and manage their priority.</p> <p>(ii) The University Management should foster a harmonious relationship with TETFund in order to benefit from additional special grants for the training of academic and non-teaching staff.</p>	<p>(i) Visitor rejects recommendation (i).</p> <p>(ii) Visitor notes recommendations (ii) and (iii).</p>

B 18

<i>S/No.</i>	<i>Item</i>	<i>Observations/Findings by the Visitation Panel</i>	<i>Recommendations by the Visitation Panel</i>	<i>Comments by the Visitor</i>
			(iii) Most of the TETFund structures on the campus did not appear to have been constructed with increase in view. Management thus needs to, where possible, review the status of some buildings, lecture halls and offices with the aim of possible expansion to accommodate expected growth.	
53.	COMPLETED CAPITAL PROJECTS: 2016–2020	<p>IGRFUNDED CAPITAL PROJECTS</p> <p>(a) There were several capital projects executed from Internally Generated Revenue during the period 2016–2020 with total cost of ₦574,270,124.</p> <p>(b) All the 18 capital projects had been completed, along with 4 supply items totaling ₦2,780,214,665, as enumerated earlier.</p> <p>COMPLETED PROJECTS BY GOVERNMENT MINISTRIES/ AGENCIES</p> <p>(a) Ecological Fund: Construction of 4.5km asphalt internal campus roads.</p> <p>(b) The Rural Electrification Agency (REA): construction of a 2.88 MGW Hybrid Solar Plant.</p>	<p>(i) Friendly relationship should be maintained with the Parents Forum and well-to-do individuals within and outside the locality.</p> <p>(ii) The cost of the structures should be obtained from the donors or be evaluated to form part of the University's assets in the accounting records.</p>	<p>(i) Visitor notes recommendation (i).</p> <p>(ii) Visitor accepts recommendation (ii).</p>

S/No.	Item	Observations/Findings by the Visitation Panel	Recommendations by the Visitation Panel	Comments by the Visitor
		<p>(c) Federal Ministry of Housing : Construction of two stands in the Convocation arena.</p> <p>(d) Federal Ministry of Works : 600 meters internal campus road under construction.</p> <p>COMPLETED PROJECTS BY INDIVIDUALS</p> <p>(a) Three separate projects were constructed and donated to the University by three individuals.</p> <p>COMPLETED PROJECTS BY PARENTS FORUM</p> <p>(a) AE-FUNAI Parents Forum executed 18 projects within this period totaling about ₦201,818,233.</p>		
54.	ONGOING PROJECTS	<p>(a) 9 construction works from the TETFund grants awarded in 2020 were ongoing.</p> <p>(b) Two supplies and 2 maintenance works from the same award were outstanding.</p> <p>(c) There were no ongoing capital projects.</p> <p>(d) There was 1 construction, 3 supplies and 2 maintenances, which were ongoing.</p>		

<i>S/No.</i>	<i>Item</i>	<i>Observations/Findings by the Visitation Panel</i>	<i>Recommendations by the Visitation Panel</i>	<i>Comments by the Visitor</i>
5.5.	ABANDONED PROJECTS : 2016–2020	<p>(a) Two TETFund Presidential Special Intervention projects awarded at inception of the University at the total sum of ₦730 million in 2012 remained abandoned since 2015.</p> <p>(b) Construction of the Administrative Building and the Library was also abandoned.</p>	<p>(i) Based on the prolonged abandonment of the two critical projects, it is recommended that the two contractors be disengaged forthwith, and the University be tasked to, if need be, redesign the project and re-award the projects to competent contractors.</p> <p>(ii) Adequate funds should be made available to the University to complete the projects.</p> <p>(iii) The erring contractors should be blacklisted and reported to anti-corruption Agencies for further investigation.</p>	<p><i>Visitor notes recommendations (i), (ii) and (iii), and directs Council to blacklist Messrs Zerock Construction Nig. Limited and Heavy Wind Integrated Services Limited and inform BPP, while EFCC to investigate the above two companies.</i></p>

TERMOFREFERENCE FIVE

"To examine the adequacy of the staff and staff development programmes of the University."

<i>S/No.</i>	<i>Item</i>	<i>Observations/Findings by the Visitation Panel</i>	<i>Recommendations by the Visitation Panel</i>	<i>Comments by the Visitor</i>
61.	STUDENT ENROLMENTS	<p>(a) Student population grew from 2,239 in 2016 to 9,814 in 2020.</p> <p>(b) Science-based enrolments constituted 49 per cent of total enrolments.</p> <p>(c) Students were drawn from 29 states with the South Eastern states accounting for 94.6 per cent.</p> <p>(d) Ratio of male to female students was 51 :49.</p> <p>(e) Foreign students accounted for 0.2 per cent of total enrolment.</p>	<p>(i) The University should maintain Zero growth pending adequate facilities for teaching and learning.</p> <p>(ii) Deliberate efforts should be made to admit more students from outside the South-East geopolitical zone as well as internationally.</p>	<i>Visitor notes these recommendations.</i>
62.	ACADEMIC STAFF	<p>(a) The Faculties of Basic Medical Science and Engineering were under-staffed in relation to student enrolment.</p> <p>(b) Grossly inadequate physical facilities.</p> <p>(c) None of the eleven Faculties met the prescribed NUC staff mix ratio by rank in any of the categories.</p> <p>(d) The percentage of academic staff with Ph.Ds ranged from 21 to 53 per cent in the Faculties of Engineering and Technology and Management Sciences respectively.</p>	<p>(i) Recruit competent additional academic staff in all areas of critical need.</p> <p>(ii) Develop more physical facilities.</p> <p>(iii) Continue staff development scheme.</p> <p>(iv) Continue to attract international staff and research collaborators.</p> <p>(v) Improve opportunities for female academics, especially in the Sciences, Engineering and Technology.</p>	<i>Visitor notes these recommendations.</i>

S/No.	Item	Observations/Findings by the Visitation Panel	Recommendations by the Visitation Panel	Comments by the Visitor
		<p>(e) The members of academic staff were drawn from 32 states of the Federation with the South-East accounting for 87.2 per cent. Foreign academic staff accounted for only 0.5 per cent.</p> <p>(f) The Panel noted that the University had taken steps towards internationalization in academic staffing.</p> <p>(g) Female academic staff accounted for less than 30 per cent of the total academic staff.</p>		
63.	NON-ACADEMIC STAFF	<p>(a) Excess non-academic staffing.</p> <p>(b) Inadequate number of senior administrative staff between CONTISS 12 and 15.</p> <p>(c) Deficit of appropriate secretarial staff.</p>	<p>(i) The University should have zero employment in senior administrative staff cadre between CONTISS 6-11 until warranted by growth in academic programmes, and student population so dictates.</p> <p>(ii) The University should employ more security guards whose appointments can still be accommodated.</p> <p>(iii) Appropriate secretarial support should be provided in all units not presently served. This may require the training of existing staff to fill secretarial roles.</p>	<p>(i) Visitor accepts recommendation (i).</p> <p>(ii) Visitor notes recommendations (ii) and (iii).</p>

<i>S/No.</i>	<i>Item</i>	<i>Observations/Findings by the Visitation Panel</i>	<i>Recommendations by the Visitation Panel</i>	<i>Comments by the Visitor</i>
64.	STAFF DEVELOPMENT	<p>(a) Staff Development policies and funding existed as part of the programmes of the University.</p> <p>(b) TETFund was solely relied upon as source for funding the staff development programmes.</p> <p>(c) The Funds were managed according to the guidelines of TETFund and domiciled in the Bursary.</p> <p>(d) Graduate Assistants and Assistant Lecturers were sent for higher degrees in universities, both at home and abroad.</p> <p>(e) Some of the sponsored staff refused to return upon graduation.</p>	<p>(i) The University should sustain the Franco AE-FUNAI partnership for staff training and explore same with other developed countries.</p> <p>(ii) The University should put in place more stringent conditions of bonding to eradicate abuse in the future and make effort to recover resources expended on absconded staff.</p>	<i>Visitor accepts these recommendations.</i>

TERM OF REFERENCE SIX

"To determine the relationship between the University and the various statutory bodies it interacts with according to its law for the purposes of supervision, planning, finance, discipline, guidance and any other relationship [i.e. Governing Council, NUC and the Federal Ministry of Education]."

S/No.	Item	Observations/Findings by the Visitation Panel	Recommendations by the Visitation Panel	Comments by the Visitor
7.1.	GOVERNING COUNCIL'S RELATIONSHIP WITH STATUTORY BODIES	<p>FEDERAL MINISTRY OF EDUCATION (FME)</p> <p>(a) Good working relationship with the Federal Ministry of Education.</p> <p>(b) The Ministry was represented on the second and third Governing Councils.</p> <p>NATIONAL UNIVERSITIES COMMISSION (NUC)</p> <p>(a) Smooth working relationship.</p> <p>(b) Academic Pro- gramme verification and Accreditation visits conducted.</p> <p>JOINT ADMISSIONS AND MATRICULATION BOARD (JAMB)</p> <p>(a) Students admitted through JAMB.</p> <p>(b) The University participated in all the policy and admission meetings of the Board.</p> <p>TERTIARY EDUCATION TRUST FUND (TETFUND)</p> <p>(a) The University continued its cordial relationship with TETFund</p> <p>INSTITUTE OF CHARTERED ACCOUNTANTS OF NIGERIA (ICAN)</p> <p>(a) Successful colla- boration with ICAN towards enhancing the Accounting programme.</p>	<p>(i) The NUC should explore incorporating the standards of professional bodies into the Benchmark Academic Standards to save Universities from multilateral relations with several bodies.</p> <p>(ii) The University should engage with stakeholders with a view to resolving the matter of the land on which the University is situated.</p> <p>(iii) The University should sustain its relationship with members of the National Assembly representing the University's location for mutual benefits.</p> <p>(iv) The University should sustain the cordial relationship with security agencies, while putting in place robust security architecture for the institution.</p>	<p>Visitor notes these recom- mendations.</p>

<i>S/No.</i>	<i>Item</i>	<i>Observations/Findings by the Visitation Panel</i>	<i>Recommendations by the Visitation Panel</i>	<i>Comments by the Visitor</i>
		<p>NATIONAL YOUTH SERVICE CORPS (NYSC)</p> <p>(a) The University has maintained a cordial working relationship with the NYSC and graduates of the Institution were regularly mobilized for the one-year service scheme.</p> <p>COUNCIL OF REGULATION OF ENGINEERING IN NIGERIA (COREN)</p> <p>(a) Conducted supervisory visits to the University in respect of four academic programmes.</p> <p>UNIVERSITY HOST COMMUNITIES</p> <p>(a) The problem of continuous residence on campus of the remnant host community persisted despite the seemingly peaceful relationship with the University.</p> <p>TRADITIONAL INSTITUTION OF AMAGU, IKWO</p> <p>(a) The relationship with the traditional ruler, His Royal Highness, Eze of Amagu Ikwo, has continued to wax stronger.</p> <p>IKWO LOCAL GOVERNMENT AREA</p> <p>(a) Cordial relationship maintained.</p>		

<i>S/No.</i>	<i>Item</i>	<i>Observations/Findings by the Visitation Panel</i>	<i>Recommendations by the Visitation Panel</i>	<i>Comments by the Visitor</i>
		<p>EBONYI STATE GOVERNMENT</p> <p>(a) Good working relationship maintained.</p> <p>Relations with National Assembly Members.</p> <p>(a) Good working relationship maintained.</p> <p>SECURITY AGENCIES</p> <p>(a) The Police continued to avail the University of its support.</p> <p>(b) The community vigilante continued to provide support for the Security Unit in and around the campus.</p> <p>(c) Other Security agencies have always responded positively to requests for assistance from the University.</p>		

TERM OF REFERENCE SEVEN

"To examine the "Law" establishing the University including the relationship between the various internal organs, units and offices, and indicate the ways the law has been observed by the competent authorities, and also suggest any modifications to the law."

<i>S/No.</i>	<i>Item</i>	<i>Observations/Findings by the Visitation Panel</i>	<i>Recommendations by the Visitation Panel</i>	<i>Comments by the Visitor</i>
8.0.	GOVERNANCE	<p>(a) A Draft Amendment Act which would replace the Establishment Act of 2015 primarily reflects the change in name of the Institution.</p> <p>(b) The Amendment was said to have passed the second reading in the National Assembly.</p> <p>(c) The preparation of the new Law should have taken into consideration the lapses observed in the former Law and correct them.</p>	<p>(i) The University should seize the opportunity of the review, occasioned by the change of name, to remedy the lapses identified in the Establishment Act.</p> <p>(ii) Management should proactively engage with the National Assembly through Legislators representing the University's location in the National Assembly to effect desired changes in the law.</p> <p>(iii) All the recommendations in the previous report should be taken into consideration in the process of the review.</p>	<i>Visitor notes these recommendations.</i>
8.1.	OTHER LEGAL INSTRUMENTS APPLICABLE TO ALEX EKWUEME UNIVERSITY, NDUFU-ALIKE, IKWO	<p>(a) There are other legal provisions by the Federal Government or legislations by the National Assembly at various times for all Federal Government-owned universities, which also pertain to the Alex Ekwueme University, Ndufu-Alike, Ikwo.</p> <p>(b) These include The Universities (Miscellaneous Provisions) (Amendment)</p>	<p>(i) The University has operated within the ambits of these extant laws, particularly in the process of the appointment of the Vice Chancellor late in 2020.</p> <p>(ii) The University should continue to adhere to the provisions of extant laws.</p>	<i>Visitor notes these recommendations.</i>

B 28

<i>S/No.</i>	<i>Item</i>	<i>Observations/Findings by the Visitation Panel</i>	<i>Recommendations by the Visitation Panel</i>	<i>Comments by the Visitor</i>
		Act 2003, generally known as the Autonomy Act, which was amended as Act No.1 of 2007 and gazetted by the Federal Government of Nigeria Official Gazette No. 10, Volume 94 of 12th January, 2007.		

TERM OF REFERENCE EIGHT

"To trace the historical evolution of the University and take stock of its net achievements and problems as well as its style and direction."

<i>S/No.</i>	<i>Item</i>	<i>Observations/Findings by the Visitation Panel</i>	<i>Recommendations by the Visitation Panel</i>	<i>Comments by the Visitor</i>
9.0.	ACHIEVEMENTS	<p>(a) There were still no adequate and approved planned documents for growing the University.</p> <p>(b) Tremendous growth witnessed from 2016, especially in infrastructural and academic programmes however, facilities are still inadequate and overstretched.</p> <p>(c) Conspicuous shortage of hostel accommodation for students, lecture theatres/halls, laboratories, library facilities, and offices.</p>	<p>(i) Academic Brief and the Master Plan should be thoroughly reviewed, approved and fully operationalised.</p> <p>(ii) Strategic Plan should be reworked to provide clear time frames for the attainment of specified goals.</p> <p>(iii) Strict adherence to procedures, guidelines and extant laws of the University in all matters of appointments.</p> <p>(iv) Entrench academic freedom beginning with the election of Deans and Heads of Departments as contained in previous staff union agreement with Government.</p> <p>(v) Discontinue the practice of requiring academic staff to write formal letters of application for promotion.</p> <p>(vi) Ensure that provision of infrastructure is matched by good governance.</p>	<p>(i) Visitor accepts recommendation (i).</p> <p>(ii) Visitor notes recommendations (ii), (iii), (iv), (v) and (vi).</p>

TERM OF REFERENCE NINE

"To examine the general security in the University and how the University has dealt with it, and recommend appropriate measures."

S/No.	Item	Observations/Findings by the Visitation Panel	Recommendations by the Visitation Panel	Comments by the Visitor
10.0.	SECURITY	<p>(a) Frequent communal clashes which endangered staff and students and disrupted academic activities.</p> <p>(b) The University commenced the construction of a perimeter fence around the campus funded by the Parents' Forum. The project reached 90 per cent completion but has stopped because the fence had to be halted at several points to grant access to the host community still resident on the land.</p> <p>(c) No Security Committee in the University hence, reliance on the police for support in emergencies.</p> <p>(d) Inadequate number of security staff and equipment.</p> <p>(e) No comprehensive plan for the security Unit.</p> <p>(f) Concerted efforts to combat cultism and other vices.</p>	<p>(i) Employ competent and capable staff for the Security Unit with regularly trained and equipped personnel.</p> <p>(ii) Install closed circuit surveillance television (CCTV) cameras at strategic points for security monitoring.</p> <p>(iii) Cultivate and sustain cordial working relationship with security agencies.</p> <p>(iv) Constitute Security Committee to advise and implement decisions of Management on security.</p> <p>(v) Erect speed control bumps at strategic locations for safety and install cross bars at main entrances to provide security barricades.</p> <p>(vi) Maintain collaboration with Vigilante groups on intelligence gathering and patrols.</p> <p>(vii) Liaise with the Ebonyi State Government to relocate the remaining landowners resident on campus, and complete the perimeter fencing.</p> <p>(viii) The Security Unit should develop a comprehensive security plan to cater to the growing challenges of an expanding campus.</p>	Visitor notes these recommendations.

TERM OF REFERENCE TEN

"To examine the processes and structures of discipline of students in the University in line with due process of the rule of law."

<i>S/No.</i>	<i>Item</i>	<i>Observations/Findings by the Visitation Panel</i>	<i>Recommendations by the Visitation Panel</i>	<i>Comments by the Visitor</i>
11.0.	LAW AND REGULATION FOR OFFENCES	<p>(a) General Students' handbook widely circulated to all students upon first registration in the University.</p> <p>(b) Being undated, the currency or otherwise of the handbook could not be determined.</p> <p>(c) A Students' Disciplinary Committee was constituted to handle discipline in the University.</p> <p>(d) The Union has represented students' interests on various committees and issues.</p>	<p>(i) The Students' Handbook should be reviewed and properly dated to show its currency and validity period.</p> <p>(ii) The Handbook referred to some infractions as 'malpractice' which requires criminal procedures beyond the jurisdiction of the University. It is recommended that the word 'misconduct' should be adopted in its place, to allow for the University's internal processes to be exhausted.</p> <p>(iii) The University should support and strengthen the SUG through the provision of a befitting Secretariat.</p>	Visitor notes these recommendations.
11.1.	STAFF PROMOTION AND UPGRADING APPEALS	<p>DR. ANTHONY CHINANSO EKENNIA OF THE DEPARTMENT OF CHEMISTRY</p> <p><i>Allegation/Complaint</i></p> <p>(a) The lecturer was denied accelerated promotion from Lecturer II to Senior Lecturer.</p> <p>(b) Panel found that he fulfilled all the requirements as listed on promotion guidelines and qualified for such promotion.</p>	To be promoted to the rank of Senior Lecturer with effect from the date of application.	Visitor accepts this recommendation.

S/No.	Item	Observations/Findings by the Visitation Panel	Recommendations by the Visitation Panel	Comments by the Visitor
		<p>DR. IZUCHUKWU NDUKAIHE OF THE DEPARTMENT OF PSYCHOLOGY</p> <p><i>Allegation/Complaint</i></p> <p>(a) Assessed for promotion to Lecturer I in 2018/19 but no information from UAC on the outcome of the exercise.</p> <p>(b) The Registrar responded that the Officer was scored 58 <i>per cent</i> by the UAC and also did not apply for promotion in 2019/2020.</p>	<p>To re-present himself to a new assessment and if successful, to be backdated to 2019/2020.</p>	<p><i>Visitor accepts all the recommendations.</i></p>
		<p>MRS. CHISOM ESTHER OGBONNAYA OF THE DEPARTMENT OF PSYCHOLOGY</p> <p><i>Allegation/Complaint</i></p> <p>(a) Assessed for promotion to Lecturer II in 2018/2019 but no information from UAC on the outcome of the exercise.</p> <p>(b) Registrar responded that officer was scored 53 <i>per cent</i> by UAC in 2018/2019 but did not apply for promotion in 2019/2020.</p>	<p>To present herself for promotion to Lecturer I and if successful to be backdated to 2018/2019.</p>	
		<p>MR. ORJI BERNARD EZE OF THE DEPARTMENT OF THEATRE ARTS</p> <p><i>Allegation/Complaint</i></p> <p>(a) No communication from UAC on his promotion to Lecturer I in 2018/2019.</p> <p>(b) Registrar responded that the UAC scored him 54 <i>per cent</i> 2018/2019 but did not re-apply for promotion in 2019/2020.</p>	<p>To re-present himself for a new assessment, and if successful, the promotion be backdated to 2019/2020.</p>	

S/No.	Item	Observations/Findings by the Visitation Panel	Recommendations by the Visitation Panel	Comments by the Visitor
		<p>MRS. CHIDIMMA UGOMMA E. INYIMA OF THE DEPARTMENT OF ENGLISH AND LITERARY STUDIES</p> <p><i>Allegation/Complaint</i></p> <p>(a) Assessed for promotion to Lecturer I in 2018/19 and wrote for re-assessment because there was no response.</p> <p>(b) Registrar responded that Faculty did not present her papers to the UAC for assessment.</p>	<p>To present herself for promotion to Lecturer I and if successful to be backdated to 2018/2019.</p>	<p>Visitor accepts all the recommendations.</p>
		<p>MR. AUGUSTINE CHIKAODIRI OF THE DEPARTMENT OF ENGLISH AND LITERARY STUDIES</p> <p><i>Allegation/Complaint</i></p> <p>(a) Assessed for promotion to Lecturer I in 2018/2019 but got no feedback from UAC.</p> <p>(b) Registrar responded that the staff was scored 36 per cent by the UAC.</p>	<p>To re-present himself for promotion to Lecturer I for 2019/2020.</p>	
		<p>ENGR. (DR.) NGOZI CLARA ELI-CHUKWU OF THE DEPARTMENT OF ELECTRICAL /ELECTRONIC ENGINEERING</p> <p><i>Allegation/Complaint</i></p> <p>(a) Alleged to have been irregularly upgraded to Senior Lecturer two months after regular promotion to Lecturer I.</p> <p>(b) Panel found that eleven members of staff of Faculty of Engineering and Technology benefitted from the upgrading approved by Governing Council in line with COREN regulations.</p>	<p>Upgrading was in order and should be upheld.</p>	

S/No.	Item	Observations/Findings by the Visitation Panel	Recommendations by the Visitation Panel	Comments by the Visitor
		<p>MR. UCHENNA IYOKA UGAH</p> <p><i>Allegation/Complaint</i></p> <p>(a) Appealed for proper placement on conversion from Laboratory Technologist to Academic Staff after his first and Masters degrees in Medical Laboratory Science in 2016.</p> <p>(b) Assessed for promotion in 2019 but no response yet.</p> <p>(c) The Panel found that the Officer was not properly placed at the time of conversion in 2016 as contained in the University's Condition of Service for Senior Staff.</p> <p>(d) No response was received from the Registrar.</p>	<p>University should properly place the staff on Lecturer II from 2016 and assess him for promotion to Lecturer I from 2019/2020.</p>	<p>Visitor accepts all the recommendations.</p>
112.	<p>TERMINATION OF APPOINTMENT OF GRADUATE ASSISTANTS</p>	<p>KELVIN NWACHI OMERI</p> <p><i>Allegation/Complaint</i></p> <p>Appointed GA in Nov. 2015 and enrolled for MSc. in UNN in Jan. 2017. He notified the University that he completed his programme in August 2020 and got a letter of termination dated 2nd November 2020.</p> <p>JOSEPH EGWU INYA</p> <p><i>Allegation/Complaint</i></p> <p>Appointed GA in Nov. 2013 and registered for MSc. in FUTO in</p>	<p>The Panel is of the opinion that many of the affected staff who appeared before it are ready and willing to come back to serve the University that gave them the opportunity of employment and acquiring higher education. Accordingly, the Panel recommends as follows:</p> <p>(i) The University should reabsorb the following terminated Staff to the level of their new qualifications.</p>	<p>Visitor accepts recommendations (i), (ii) and (iii).</p>

S/No.	Item	Observations/Findings by the Visitation Panel	Recommendations by the Visitation Panel	Comments by the Visitor
		<p>July, 2014. Finished coursework and research in Dec. 2015 but could not defend the thesis until March, 2018 due to various strikes by many Unions. Senate approval was received in April 2018 but his appointment was terminated in March 2018.</p> <p>MR. ONYEKA STANLEY CHUKWUEDO</p> <p><i>Allegation/Complaint</i></p> <p>Started work in FUNAI as GA in January, 2016. Got admitted to UNN in 2016/17. Completed the programme in Feb. 2019; the delay was due to ASUU strike that lasted for 4 months, he could not defend until July 2019. Result was finally approved in Feb. 2020. He was terminated on 17th June 2019.</p> <p>MAUREEN CHICHI ANYALOR</p> <p><i>Allegation/Complaint</i></p> <p>Appointed GA on 13th Oct., 2014, assumed duty 14th Oct., 2014. Admitted to UNIZIK Awka in 2015 but strike delayed the programme completion until 2018. Appointment was terminated in March 2018. Her MSc was dated 17th August 2018.</p>	<p>(ii) Their absorption should be backdated to the date of termination of their appointments to avoid gaps in their service years and loss of seniority.</p> <p>(iii) The reabsorption should be notional.</p>	

S/No.	Item	Observations/Findings by the Visitation Panel	Recommendations by the Visitation Panel	Comments by the Visitor
		<p>MISS AMAH ELIZABETH ELEKWA</p> <p><i>Allegation/Complaint</i></p> <p>Employed as Graduate Assistant (GA) in March, 2014 and enrolled in Ebonyi State University for Masters' degree and due to inconsistency of University calendar, completed in December, 2017 with CGPA of 4.38, but Senate result was approved in 2018. That appointment was terminated on 21st March, 2018. She submitted Statement of Result dated 15th March, 2018.</p> <p>DR. GEOFFREY NDUBUISI UDEFI</p> <p><i>Allegation/Complaint</i></p> <p>Assumed duty as Graduate Assistant (GA) on 6th Feb., 2015. Was admitted for MSc./Ph.D in 2014. Based on excellent performance, he was upgraded to the PhD programme when his appointment was terminated on 21st March, 2018. He graduated with Ph.D on 1st Dec., 2018.</p> <p>The Panel found out the following:</p> <ol style="list-style-type: none"> 1. The decision was not communicated to the affected Staff before the termination of their appointments. 		

<i>S/No.</i>	<i>Item</i>	<i>Observations/Findings by the Visitation Panel</i>	<i>Recommendations by the Visitation Panel</i>	<i>Comments by the Visitor</i>
		<p>2. The Letters of Employment of Graduate Assistants appointed before and after the Council decision, do not contain this information.</p> <p>3. The information is not also contained in the Staff Condition of Service for Senior Staff.</p> <p>4. During this period, there were series of Staff Union strikes in Nigerian Universities which affected the duration of studies of the staff.</p> <p>5. Many of the Staff had actually completed their studies but were awaiting the official approval of the results by the Senate of various Universities.</p> <p>6. If the University took into consideration the duration of strikes during the period, the appointments of many of the staff would not have been terminated.</p> <p>7. The terminated staff were on salaries during the period of their study. This implies that the University invested heavily in their training.</p>		

S/No.	Item	Observations/Findings by the Visitation Panel	Recommendations by the Visitation Panel	Comments by the Visitor
		<p>8. The University, having trained the staff, was losing its investment and valuable human resources by stringently applying the three-year rule.</p> <p>9. Interaction with the Graduate Assistants, who appeared before the panel, revealed that they were young, brilliant and promising scholars.</p>		
11.3.	MISCELLANEOUS STAFF/ADMINISTRATIVE ISSUES	<p>PROFESSOR AFAM ICHA-ITUMA</p> <p><i>Complaint/Allegation</i></p> <p>(a) Proceeded on Leave of Absence immediately after sabbatical leave.</p> <p>(b) Did not participate in NYSC after first degree.</p> <p>(c) Panel found that the Professor applied for and obtained approval for Leave of Absence after Sabbatical Leave without serving the mandatory one year, after the Sabbatical Leave in the University.</p> <p>(d) The Panel found that Professor Afam Icha-Ituma actually did not participate in NYSC in 1999 after his first degree as required by law when he was under 30 years of age. He</p>	<p>(i) The Professor should refund all the salaries paid to him by AE-FUNAI for the period of the Sabbatical.</p> <p>(ii) The University erred to have offered employment to the staff in the first instance when he did not present an NYSC Certificate.</p> <p>(iii) The authenticity of the said Certificate of Exemption should be investigated by the relevant agencies.</p> <p>(iv) The Staff should be relieved of his appointment with the University.</p> <p>(v) The University should carefully apply extant regulations and desist from flouting the laws of the Federation.</p>	<p>(i) Visitor notes recommendation (i).</p> <p>(ii) Visitor accepts recommendations (ii), (iii), (iv) and (v).</p>

<i>S/No.</i>	<i>Item</i>	<i>Observations/Findings by the Visitation Panel</i>	<i>Recommendations by the Visitation Panel</i>	<i>Comments by the Visitor</i>
		proceeded on higher degree studies abroad and upon his return took up employment with a Ph.D in FUNAI in March 2012. He later presented an NYSC Certificate of Exemption dated 6th November, 2012.		
		<p>PROFESSOR C. A. UGODULUNWA</p> <p><i>Complaints/Allegations</i></p> <p>(a) The Professor, after Transfer of Service from the University of Jos, and elected to serve on the Governing Council, was told that the process of her employment was incomplete and that she had to undergo fresh internal assessment for Professor after ten years on the rank. She then resigned her appointment in protest.</p>	<p>(i) The University should withdraw the letter asking to reassess the Professor.</p> <p>(ii) The University should recall the Professor and pay all entitlements from the time her resignation took effect to date.</p> <p>(iii) The University should write a letter of apology for demeaning her and the professorial status.</p>	Visitor accepts recommendations (i), (ii) and (iii).
		<p>DR. NGOZI UDUMA</p> <p><i>Allegation/Complaint</i></p> <p>She was NOA Director, appointed Senior Lecturer without requisite University teaching experience.</p> <p>(i) Panel found that Dr. Uduma had part-time teaching experience in FUTO and was even an Adjunct Dean of Faculty.</p> <p>(ii) She had enough publications for appointment to the position.</p>	Dr. Uduma's appointment was in order.	Visitor accepts this recommendation.

B 40

DATED at Abuja this 20th day of December, 2022.

MUHAMMADU BUHARI, GCFR
President, Federal Republic of Nigeria