



FEDERAL REPUBLIC OF NIGERIA

**Views of the Government of the
Federal Republic of Nigeria
on the
Visitation Panel Report into the Affairs of the
Federal University, Wukari, Taraba State
(2011- 2015)**

DECEMBER, 2022

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**WHITEPAPERONTHEREPORTOFTHEVISITATIONPANELINTOTHEAFFAIRS
OF THE FEDERAL UNIVERSITY, WUKARI, TARABASTATE
(2011–2015)**



ARRANGEMENT OF PARAGRAPHS

Paragraph:

1. Publication of Federal Government White Paper on the Report of the Visitation Panel into the Affairs of the Federal University, Wukari, Taraba State (2011–2015)
2. Citation.

SCHEDULE

**WHITE PAPER ON THE REPORT OF THE VISITATION PANEL INTO
THE AFFAIRS OF THE FEDERAL UNIVERSITY, WUKARI,
TARABA STATE (2011–2015)**

1. The Federal Government White Paper on the Report of the Visitation Panel into the affairs of the Federal University, Wukari, Taraba State (2011–2015) 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 Federal
University,
Wukari,
Taraba State
(2011–
2015).

2. This Notice may be cited as the “White Paper on the Report of the Visitation Panel into the affairs of the Federal University, Wukari, Taraba State (2011–2015)”.

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 the Federal University, Wukari, Taraba State, approved the constitution of a Visitation Panel to the University. 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 THE PANEL

Members of the Visitation Panel to the Federal University, Wukari, were:

- | | | | |
|----|---|---------|------------------|
| 1. | Ambassador Abdulkadir A. Musa, mni, MNIIA | .. | <i>Chairman</i> |
| 2. | Engr. Patrick Harrison | | <i>Member</i> |
| 3. | Barr. Ahmed Adeoye Adewoyin | | <i>Member</i> |
| 4. | Dr. Umar B. Dorofi | | <i>Member</i> |
| 5. | Kabir Mohammed Lele | | <i>Member</i> |
| 6. | Mr. Edwin Ementa Nwokoye, FCA | | <i>Member</i> |
| 7. | Mrs. Justina Ngozi Akpa | | <i>Secretary</i> |

The members conducted the visitation to Federal University, Wukari between 17th May, 2021 and 12th June, 2021.

1.2 TERMS OF REFERENCE (TORs)

The Panel was given the following Terms of Reference :

(i) To inquire into the level of implementation of the White Paper on the last Visitation report.

(ii) To look into the leadership quality of each University in terms of the roles of the Governing Council, the Vice-Chancellors and other Principal Officers.

(iii) 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.

(iv) To 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) To examine the adequacy of the staff and staff development programmes of each University.

(vi) 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 (FME)).

(vii) 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.

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

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

(x) To examine the processes and structures of discipline of students in each University in line with due process of the rule of law and advise on any other aspect of the institution that you may consider of interest to the Visitor and the Public.

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 – 12 of this gazette. The highlights of the Visitor's directives include:

(i) Council should compel the former Vice Chancellor, Professor G.O. Okogbaa who stood as a guarantor to Mr. Patrick Sandji who absconded with ₦5,490,000 (Five million, four hundred and ninety thousand Naira) University funds, to refund the sum to the coffers of the Federal University, Wukari;

(ii) Council should trace the sum of ₦10,214,068.00 being capital fund released to the University in December, 2013, which could not be traced at the time of the Panel's visitation, and ensure that it is returned into the appropriate cash book ;

(iii) The University to ensure that retirement of administrative expenses as charges in the personnel vote be stopped and if possible reversed. Advisedly, University authorities should apply for a waiver justifying why it is deserved ;

(iv) The University should adhere to extant financial regulations and circulars;

(v) The University Management should avoid delay in the completion of projects through diligent enforcement of contract Agreements ;

(vi) Contractors for the Construction of Library and ICT buildings should be mandated to return to site and complete the projects;

(vii) The University Management should improve on the existing channels of communication ;

(viii) The University should review its policy of placement, promotion and confirmation, as well as review all cases of wrongful placement ;

(ix) The Visitor should sign the University Act into law;

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(x) FME should support the University Management in engaging the state government to resolve the issue of compensation ; and

(xi) Non-academic staff should not be part of the Senate.

1.4. Other Matters : Petition and Memos : The Council is directed to review and appropriately address all memorandum from stakeholders and petitions from individuals, received by the panel and contained in the report.

TERM OF REFERENCE ONE

"To inquire into the level of implementation of the White Paper on the last Visitation Report."

<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.	LEVEL OF IMPLEMENTATION OF THE WHITE PAPER ON THE LAST VISITATION REPORT	<p>(i) The University was not in existence or barely started during the last Visitation exercise, it does not have any white paper to implement.</p> <p>(ii) In the absence of a White Paper, the University will nevertheless benefit tremendously from the report of this first Visitation.</p>	The Panel recommends that the Visitor notes the observations.	<i>Visitor notes these observations.</i>

TERM OF REFERENCE ONE

'To look into the leadership quality of each 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>
3.1/3.3. 3.4.	UNIVERSITY COUNCIL/ QUALITY/MANAGEMENT RELATIONSHIP	<p>Between 2011-2015, the Governing Council comprising 16 members was headed by Hon. Sunday Namo as acting Chairman (2011-2015). Available records indicated that the Governing Council and its Standing Committees met regularly during the period covered by the present Visitation.</p> <p>The Council was duly constituted as provided by the law and there was cordial relationship between Council and Management as depicted by the projects completed. This was likely a factor of the synergy and goodwill among the council's membership during the period.</p>		Visitor notes these observations.
3.4.	MANAGEMENT/PRINCIPAL OFFICERS RELATIONSHIP	All the four Principal Officers were in place, namely the Vice Chancellor, the Registrar, the Bursar and the University librarian. They all had the requisite qualifications to man those offices which made it easy for them to administer the University, in accordance to the law.		Visitor notes these observations.
3.5.	MANAGEMENT/ SENATE RELATIONSHIP	The Management had cordial relationship with the Senate. Senate meetings were regular		Visitor notes these observations.

<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>
		and all committees were in place. However, Non-Academic members were attending the Senate sessions and even made coordinators.		
3.6.	RELATIONSHIP BETWEEN COUNCIL AND THE FEDERAL GOVERNMENT	The appointment of four external council members and a fifth from the Federal Ministry of Education who were skilled and experienced, added value to Council meetings. The Pro-Chancellor, in particular, used his wealth of experience to pilot the affairs of the Council and served as a bridge between the University Management and the Federal Government.		<i>Visitor notes these observations.</i>
3.7.	QUALITY OF COUNCIL MEETINGS	The Council Affairs Division availed the Panel with minutes of meeting of the council and standing committees. It was observed that the minutes were sketchy and muddled up, poorly kept and unbound. At closer look it was discovered that, the first Vice-Chancellor, Professor G. O. Okogbaa stood as a guarantor to a Cameroonian national and Managing Director of Consult Limited, Mr. Patrick Sandji who defrauded the University of the sum of ₦5,490,000.00. The then Council acting appropriately, suspended the	<p>(i) The existing cordial relations between the four bodies should be sustained.</p> <p>(ii) The former Vice Chancellor, Professor G. O. Okogbaa who stood as a guarantor to Mr. Patrick Sandji, who absconded with ₦5,490,000 (Five million, four hundred and ninety thousand Naira) University funds, should be made to refund the sum to the coffers of the Federal University, Wukari.</p>	<i>Visitor notes recommendation (i); accepts (ii) and directs that EFCC should compel the former Vice-Chancellor, Professor G. O. Okogbaa who stood as a guarantor to Mr. Patrick Sandji who absconded with ₦5,490,000 University funds, to refund the sum to the coffers of the Federal University, Wukari.</i>

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<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>
		Vice-Chancellor for three months, which thereafter was lifted without recovery of the money or proven justification for forfeiture		

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>
40.	FINANCIAL MANAGEMENT	<p>4.1.1. Bank Accounts</p> <p>This period under review was before the implementation of public financial management reform (GIFMIS, TSA, IPPIS E-PAYMENT, IPSAS MTEF etc.) by the University. Consequently, the University operated 6 bank accounts.</p> <p>4.1.2. Books of Accounts</p> <p>All receipts and payments were recorded in the relevant books of accounts and bank reconciliation carried out. However, there was a sum of ₦10,214,068.00 only, being capital allocation for the month of December, 2013 not traced in the cash book up till the time of the Panel's visitation.</p> <p>There were instances of abuse of personnel vote where operating costs were charged to personnel vote.</p> <p>4.1.3. Audit (External and Internal)</p> <p>The University engaged the services of IK Egboga & Co (Chartered Accountants) as External Auditors in line with the law, who audited the</p>	<p>Sequel to the foregoing observations, the Panel recommends as follows:</p> <p>(i) The sum of ₦10,214,068.00 being capital fund released to the University in December, 2013 should be traced and brought into the appropriate cash book.</p> <p>(ii) Retirement of Administrative expenses as charges in the personnel vote was in violation of extant financial rules and must be stopped, and if possible reversed. Advisedly, University authorities should apply for a waiver justifying why it is deserved. Though the introduction of IPPIS has mitigated such violation, the Internal Auditor is advised to avoid such abnormality in future. Invariably, it is pertinent to interrogate the opinion of both auditors, especially the Internal Auditor for sanctioning such action.</p> <p>(iii) The conversion of staff on promotion should consis-</p>	<p>(i) Visitor accepts recommendation (i) and directs that Council should trace the sum of ₦10,214,068.00 being capital fund released to the University in December, 2013, and be brought into the appropriate cash book.</p> <p>(ii) Visitor accepts recommendation (ii) and directs Council to investigate such anomalies and apply appropriate sanctions.</p> <p>(iii) Visitor accepts recommendation (c)</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>financial statement of the University for all the relevant years. The Auditors expressed their opinion by stating that the financial statements showed a true and fair view of the financial transactions for the period and state of the affairs of the University as at the years ended.</p> <p>Records showed that the Internal Auditor had routinely carried out pre-payment audit, including the certification of all responses to audit queries before validating vouchers for payments. As at the time of this exercise, there were no outstanding audit queries.</p> <p><i>4.1.4 Staff Remuneration (Problems of Promotion and Conversion)</i></p> <p>The Panel observed that staff were promoted on due dates. However, their placements on new grade levels and steps were arbitrarily carried out which created some disharmony. Quite often, Staff promoted were arbitrarily placed on lower scales, resulting in lower earnings than deserved or lower salary than their previous earnings.</p> <p><i>4.1.5. Procurement Process</i></p> <p>The University had the Procurement Plan-</p>	<p>tently follow established rules i.e., officers should be placed on the steps that would not result in financial loss, but rather on steps that give deserved financial benefits just above their current earnings.</p> <p>(iv) The bursary should open revenue register for all revenues received and promptly remit to appropriate government revenue agencies.</p> <p>(v) Deductions from staff salaries should be promptly remitted to the benefitting agencies, especially the NHF, savings contribution of staff cooperative and contributed pensions, so as to avoid shortchanging the staff of future benefits.</p> <p>(f) The University Management should improve on internally generated revenue efforts by incorporating business ventures like, Microfinance bank, bakery, consultancy services, water production etc.</p>	<p>and directs Council to obey the public service rules.</p> <p>(iv) Visitor accepts recommendations (iv) and (v), and directs Council to ensure compliance and notes recommendation (vi).</p>

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		<p>ning Committee and the University Tenders board constituted. All thresholds in financial authority were adhered to. This was evidenced by the relevant attachments to the vouchers on capital projects verified.</p> <p>4.1.6. <i>Revenue (VAT, WHT, Tender Fees, Contractors Registration, Corporate Social Responsibility (CSR) and Stamp Duty)</i></p> <p>The University did not maintain a Revenue Register to capture all deductions and remittances of government revenue.</p> <p>Also, deductions from staff salary i.e. NHIS, NHF and contributory pension and savings of staff cooperative were not regularly remitted to benefiting agencies. The staff expressed high dissatisfaction, especially on non-remittance of pension and staff cooperative savings to relevant cooperative account and Pension Fund Administrators (PFAs.)</p> <p>4.1.7. <i>Internally Generated Revenue (IGR)</i></p> <p>The University only generated IGR of ₦468,604,000.00 in five years. The low IGR is</p>		

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<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>
		predicated on lack of establishment of income generating ventures by the University Management, and also with only three faculties.		

TERM OF REFERENCE FOUR

"To 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
50.	INVESTIGATE THE APPLICATION OF FUNDS	<p>Project Funding</p> <p>Funds from Government and other donor agencies were received for the take-off and construction of all physical structures within the period under review, (2011-2015). These funds included the Presidential Intervention Projects funds of 2012, and the TETFund sponsorship (Special Intervention Phase II). Major intervention funds were received in which 123 contracts were given out and executed. One hundred and twenty-one (121) of these projects/contracts have been completed and put to use, while the remaining 2 construction projects listed below have been stalled due to lack of funds.</p> <p>The stalled projects were:</p> <p>(i) Construction of Central Administration Block awarded to PORTOFINO Limited at the sum of ₦510,000,000.00.</p> <p>(ii) Construction of Faculty of Arts and Faculty of Science Blocks awarded to SAGETO Limited at the contract sum of ₦998,000,000.00.</p>	<p>(i) The University should source funds from various agencies to enable completion of the two administrative and two faculty buildings abandoned.</p> <p>(ii) There is urgent need to renovate the male and female hostels being occupied by students.</p> <p>(iii) Constructions of proper drainages should be urgently undertaken within the campus premises.</p> <p>(iv) Contractors that carry out their projects in line with the required standards and specifications should be commended.</p> <p>(v) University Management to intensify efforts in soliciting assistance from other donor agencies.</p> <p>(vi) Delay in the Completion of Projects should be avoided through diligent enforcement of contract Agreements by the University Management.</p>	<p>(i) Visitor notes recommendations (i), (ii), (iii), (iv), (v) and (viii).</p> <p>(ii) Visitor accepts recommendations (vi) and (vii).</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>These projects have been stalled for 6 years now due to the security challenges as a result of protracted ethnic crises and the general delays in the release of funds. These massive projects which currently are at 80 per cent and 77 per cent completion stages respectively will continue to deteriorate and end up wasted if not urgently completed.</p> <p>The Companies handling these projects have agreed to go back to site and complete the projects if some part of their contract sum is paid to them, for instance N48,856,270.31 as against the balance of N71,475,527.62 for SAGETO Ltd. and N20,919,459.01, as against the balance sum of N155,520,366.09 for PORTOFINO Ltd.</p> <p><i>Application/Distribution and Utilization of Funds</i></p> <p>The outlay of funds application as appropriated and released through capital project grants, TET-Fund Normal, Zonal and Special Interventions to Federal University, Wukari were carefully analysed viz-a-viz the approvals in principles, disbursements and</p>	<p>(vii) Contractors for the Construction of Library Building and Construction of ICT building should be pressured upon to return to site and complete their projects.</p> <p>(viii) The University Management should be commended for their prudence in funds utilization and application, so far.</p>	

S/No.	Item	Observations/Findings by the Visitation Panel	Recommendations by the Visitation Panel	Comments by the Visitor
		<p>application to different projects for the period under review (2011-2015).</p> <p>(i) It was observed that the projects listed for execution were done in line with the specifications in the Architectural designs, structural, electrical, Mechanical designs and the priced Bill of Quantities. All the completed projects were properly closed out with observance to the defect liability periods before the release of retentions fees.</p> <p>(ii) It was also observed that funds utilization were strictly based on appropriations, where adequate funds were not released to embark on the projects as appropriated, the University Management carried out re-prioritization in order of needs and urgency.</p> <p>(iii) Project implementation and spread of funds across projects were significantly in compliance and adherence to standard norms.</p> <p><i>Performance and Project Quality</i></p> <p>There were no very serious cases of</p>		

S/No.	Item	Observations/Findings by the Visitation Panel	Recommendations by the Visitation Panel	Comments by the Visitor
		<p>deterioration which may suggest poor execution of the projects. However, projects which have exceeded a period of 5-years usage and above require maintenance, having been subjected to rigorous use. This institution is in dire need of these projects as to enable her meet up with the expansion needs in line with the developmental master plan.</p> <p><i>Construction of Library Building</i></p> <p>This Project is 98 <i>per cent</i> completed. Only the electrification and external works were yet to be completed. The contractor was reportedly claiming contract variations which the Federal Ministry of Education insisted could not be entertained.</p> <p><i>Construction of ICT Building</i></p> <p>This project is also 98 <i>per cent</i> completed except for electrification, extension of external lighting and installation of a Transformer.</p> <p><i>Uncompleted Projects were:</i></p> <p>(i) The two Central Administrative blocks and the Faculty of Arts and that of Science.</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>Both seemed abandoned due to paucity of funds.</p> <p>(ii) The male and female hostels (a-d) looked terribly dilapidated and in need of urgent renovation.</p> <p>(iii) Roads within the University campus require drainages.</p>		

TERM OF REFERENCE 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>
6.0.	ADEQUACY OF STAFF AND STAFF DEVELOPMENT PROGRAMMES	<p><i>(a) University Administrative Structure</i></p> <p>The Federal University, Wukari took off with 3 Faculties and 27-degree programmes. Student population within the period was 7,144 students. Academic Staff strength of 940, Non-Academic Staff (Senior) strength of 1,788 and Non-Academic Staff (Junior) strength of 581 making a total of 3,309 staff.</p> <p>By now all the degree programmes started in 2011, have got full accreditation status of the National Universities Commission (NUC).</p> <p><i>(b) Manpower and its Development</i></p> <p>As at the period of report (2011-2015), the Governing Council though constituted, did not approve condition of service and did not act over staff promotion matters.</p> <p>This greatly affected the morale and welfare of staff. Manpower development, as such, was low and characterized by poor training, refusal by management to allow</p>	<p>The Panel noted that in the past report period, the observations made at (i - iii) have been regularized. The University authorities should be encouraged to sustain fair practice and equity on this matter.</p>	<p><i>Visitor notes this recommendation for update in the subsequent visitation.</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>Graduate Assistants proceed on further studies and the denial of annual leave and deferments which contravened public service rules.</p> <p>This situation was made worse by the recruitment of unqualified academic and non-academic staff to serve some vested interest, which affected service delivery. Often, some Non-Academic staff were assigned duties in the Senate. This resulted in cases of abject insubordination and usurpation of roles unsuited to their qualification ; serving at times as coordinators. One such personnel was the former Bursar who conducted and invigilated post UTME and undergraduate examinations, a statutory role seen as the responsibility of the Senate.</p> <p>TRAINING PROGRAMMES</p> <p>(c) <i>Academic Staff Training</i></p> <p>The Panel notes that, in compliance with the Act, and extant laws, the University engaged its Academic staff members in series of trainings for example,</p>		

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<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>in 2013, 4 doctoral staff and masters' staff were engaged on academic research trainings ; while in 2014, 21 doctoral staff and 5 masters' staff were sent on training. In 2015, 22 and 13 doctoral and masters' staff were availed training opportunities respectively.</p> <p>In regards to Senior Non-Academic staff training, only one masters' and degree staff were sent on training within the period under review. This is not impressive to say the least.</p> <p><i>(d) Non-Academic staff</i></p> <p>The Non-Academic staff also benefitted from staff development training programmes. A total of 41 persons were allowed to go for in-service training in 2013, so as to obtain various degrees. Among this number, 11 obtained their Masters degree in 2014. The purpose was to enhance their work output. The failure of Council to approve guidelines for promotion and condition of service for the University staff caused serious breach in administrative practices under service establishment standards.</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><i>(e) Promotions</i></p> <p>Since the establishment of the University in 2011/2012, only a selected few were promoted and this was without proper guidelines, in accordance to the rules and regulations of the service.</p> <p><i>The Panel also observed:</i></p> <p><i>(i)</i> At inception, staff development was low and characterized by poor training and refusal by Management to allow graduate assistants to proceed on further studies in Masters and Ph.D programmes.</p> <p><i>(ii)</i> Unqualified staff were recruited by the Management to serve some vested interests, which consequently affected service delivery.</p> <p><i>(iii)</i> Equally, non-academic staff were assigned duties in the Senate as either directors or coordinators ; one of such was the former Bursar supervising and invigilating examinations.</p>		

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. The Governing Council, NUC, TETFUND and the Federal Ministry of Education, and the Visitor)"

<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>
7.0.	RELATIONSHIP BETWEEN THE UNIVERSITY AND THE VARIOUS STATUTORY BODIES	<p>(i) <i>Relationship between the University and the Governing Council</i></p> <p>For the period under review (2011-2015), the University had two (2) Governing Councils. The Governing Council under the Chairmanship of Honourable Sunday Namo was in place for the period, followed by the second one chaired by Alhaji (Dr.) Uba Ahmed. Nana held meetings regularly. The Council was involved in the supervision, planning, discipline and financial control of the University. There existed a cordial relationship between the Governing Council and the Management of the University throughout the period of the Council's tenure.</p> <p>(ii) <i>Relationship with Federal Ministry of Education (FME)</i></p> <p>The relationship between the University and the Federal Ministry of Education is cordial. General policies on Education emanating from the Ministry are received and implemented.</p>	<p>(i) The subsequent Governing Councils of the University should maintain and improve on the good records established by past Councils.</p> <p>(ii) The University should continue to relate with the Federal Ministry of Education and strive to adhere to its directives.</p> <p>(iii) The Panel recommends strongly that Visitation Panels should be set every five years in compliance with law establishing the Universities. This will ensure smooth and effective running of the University and reliable feedback to the Visitor.</p> <p>(iv) The relationship between the University and the host community is commendable even as testified by the Aku Uka of Wukari. Panel encouraged and urged the University to continue to sustain it.</p> <p>(v) Panel commended the University and urged them to endeavour to sustain the relationship.</p>	Visitor notes these recommendations for update in the subsequent visitation.

S/No.	Item	Observations/Findings by the Visitation Panel	Recommendations by the Visitation Panel	Comments by the Visitor
		<p>The University utilizes the services of the Ministry's parastatals such as Joint Admissions and Matriculation Board (JAMB) for admission purposes and this relationship is cordial.</p> <p>(iii) <i>Relationship with the National Universities Commission (NUC)</i></p> <p>The relationship is discernible. NUC's mandate includes inter alia : laying down of standard for all programmes, accreditation of certificates and academic awards, regulations governing the condition of service, approval of guidelines for accreditations and funding. The relationship is satisfactory and there is academic freedom.</p> <p>(iv) <i>Relationship with Visitor</i></p> <p>Visitor to the University is the President and Commander-in-Chief. In the ten (10) years of the University's existence (2011-2021), this is the first Visitation to University. The Visitor's action is in accordance with provision of section 13, subsections (2) and (3) of the Federal University,</p>	<p>(vi) The Panel urges the University to continue to abide by the guidelines of TETFund.</p> <p>(vii) The Governing Council should be commended for job well done especially in the appointment of Principal Officers.</p> <p>(viii) The University Management should be commended for holding Council meetings as and when due.</p> <p>(ix) The Visitation Panel is of the view that Government can no longer fully underwrite the cost of University education. It should therefore review the philosophy and organisational structure it had in place for the development of the University system to take cognisance of this reality.</p> <p>(x) Government should review the laws governing the powers of Council of Universities so as to give them sufficient financial autonomy to enable them enhance University performance without sacrificing the academic freedom.</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>Wukari draft Act which is still pending for signature to be regularized.</p> <p>(v) <i>Relationship with the Host Community</i></p> <p>Wukari is the seat of the Aku Uka of Wukari Federation, which is the successor to Kwarafa State of Jukun people. There has been excellent relationship between the University community, with the Aku and other officials providing support to the University in the drive to meet its objective. The University strived to meet short and long-term needs of the community such as the development of a Basic Education school that served the wider community.</p> <p>(vi) <i>Security Disposition of the University :</i></p> <p>There was evidence of security operatives at almost everywhere within the University, which showed that there is a cordial relationship with the Divisional Police Officers in Wukari and its environs, including the Military at the check points and the Nigeria Security and Civil Defence.</p>	<p>(xi) The NUC/ Government should substantially increase funding to the University, and fund releases should be regular to aid expenditure planning.</p> <p>(xii) In particular, research grants and Library development funds should be released as and when due by the TETFund</p> <p>(xiii) The existing channels of communication between Management, staff and students should be improved upon. There should be flexibility and creativity in handling student matters to avoid unnecessary misunderstanding, which could create disharmony and disrupt reigning peace on campus.</p> <p>(xiv) The University should review its policy of placement, promotion and confirmation, which presently places a promoted staff and unconfirmed staff at a disadvantage, and makes them susceptible to arbitrary and unfair treatment. All cases of wrong placement should be reviewed and all those affected be corrected without delay.</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>(vii) <i>Relationship with Tertiary Education Trust Fund (TETFund)</i></p> <p>The Tertiary Education Trust Fund (TETFund) is a funding agency dedicated to the development of infrastructure, human resources and research in Nigeria Tertiary Education. The Federal University, Wukari is a beneficiary of the interventions of TETFund. It therefore collaborates effectively with the agency towards the effective utilization of resources provided. This ensures that the University abides by the guidelines for utilization of the funds which are the requirements for benefitting further from the allocations of TETFund.</p> <p>(viii) <i>Relationship with the National Assembly</i></p> <p>The University has consistently worked closely with the National Assembly through its committees. Through this close collaboration, the University has defended requests relating to budgetary allocations. In the same vein, during oversight</p>		

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<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>
		functions of the National Assembly to the University, the opportunities are used to highlight challenges as well as achievements, so that the members may further support the institution.		

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.	THE "LAW" ESTABLISHING THE UNIVERSITY INCLUDING THE RELATIONSHIP BETWEEN THE VARIOUS INTERNAL ORGANS, UNITS AND OFFICES	<p>(a) Records available to the Panel indicate that both Senate and Council and the Statutory Committees of council have been meeting in line with the statutes establishing them. Meetings of Faculty Boards have equally been regular. However, issues pertaining to staff appointment and discipline are handled with levity in utter neglect of the provisions of the Act. There are indications of arbitrariness, injustice and nepotism in the handling of some cases of recruitment, confirmation, promotion and discipline of staff. This generated plethora of petitions from both Academic and Non-Academic staff members.</p> <p>(b) The University had only one DVC who combined Academic with Administration, as a result of which, only one DVC was in the Council. Aside this, the Council was still lacking in numerical completion stated by the Act. By the Act the composition of the Governing Council is well stated which also</p>	<p>(i) The University Act is still outstanding. It is therefore desirable that the Visitor signs the Act into law, so as to enable the University implement its statutory responsibilities and functions.</p> <p>(ii) The issues of compensation to the local community whose farmlands were acquired for the expansion of the University campus, should be holistically addressed by the Federal Government in collaboration with the Taraba state Government, with a view to resolving the matter in the interest of the University and the community relations.</p>	<i>Visitor notes these recommendations for update in the subsequent visitation.</i>

<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>goes to the quality of its decisions and representation. Any departure from this provision could act, at a time or another to diminish the qualities of its performance.</p> <p>(c) During this commencement period, the Taraba State Polytechnic School of Administration and Business Studies was donated by the State Government to the Federal Government for effective take-off. The Panel further observes that the State Government deserves sterling volume of commendation for the gesture.</p> <p>(d) Parcels of land were further acquired by the University, bringing the total land area to 199.25 hectares. There is need to compensate the owners of the land taken over by the Government, for overriding public interest in accordance with the extant laws.</p> <p>(e) In this case of necessary compensation, the Panel notes that the Constitution of the Federal Republic of Nigeria, 1999 as amended, and the Land Use Act 1978, Cap L5 Laws of the Federation of Nigeria 2004, as well</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>as various judicial pronouncements, for example in <i>Olatunji Vs Military Governor of Oyo State</i> (1994) LPELR-14116, among others, must be considered.</p> <p>(f) There has not been compliance with these Laws on the part of the Governments. This non-compliance unavoidably led to serious disagreement and non-cooperative stance between the University and the locals who formerly owned the land. When the University commenced construction of the perimeters wall fence, some of the land owners attempted to obstruct the project and drew a battle line brandishing various types of lethal weapons. It, however, took the intervention of the Wukari traditional ruler to rescue the situation.</p> <p>(g) There was flagrant infraction of the Act by the 1st Vice-Chancellor, Professor Geoffrey O. G. Okogbaa, who stood as a guarantor for one Patrick Sandji, a Cameroonian MD of Consult Limited, who defrauded the University to the tune of ₦5,490,000. Conse-</p>		

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<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>quently, the 1st Council, under the Chairmanship of Hon. Sunday Namo, suspended the VC in January 2017 but later lifted the suspension in March of same year. There avails no record of any refund or the actual amount involved.</p> <p>(h) No Union was formed in the University and social interactions were at the lowest ebb.</p>		

TERMOFREFERENCEEIGHT

"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.	THE HISTORICAL EVOLUTION OF THE UNIVERSITY AND TAKE STOCK OF ITS NET ACHIEVEMENTS AND PROBLEMS AS WELL AS ITS STYLE AND DIRECTION	<p>The Federal University, Wukari, Taraba State was established along with other eleven (11) new Federal Universities by an executive proclamation of the former President of the Federal Republic of Nigeria, Dr. Goodluck Ebele Jonathan, GCFR, in response to the need of the socio-economic transformation as well as to address the issues of access and equity.</p> <p>The take-off site is located at Katsina Ala Road, Wukari Taraba State. It was first known as Taraba State Polytechnic, which has the school of Administration and Business studies before the adjacent land was allocated to the University to support its expansion, bringing the total land area to 199.25 hectares. The take-off site was donated by the Taraba State Government. The University is bound to play positive roles in helping to address the various challenges facing the communities through quality education, research and community services.</p>	<p>(i) The appointment of a Vice Chancellor to the University should always be based on existing requirements, and competence of eligible candidates to be considered under the extant laws as provided by the enabling Act.</p> <p>(ii) As provisioned, University authorities should endeavour to timely appoint Councils' Standing Committees that will help ensure the smooth implementation of the University's policies and programmes.</p> <p>(iii) Human Resources Development is key to the success of any organization and as such, there should be regular training and retraining of staff.</p> <p>(iv) Non-academic staff should not be part of the senate.</p> <p>(v) To ensure security, perimeter fencing should be integrated with the CCTV Technology for the effective monitoring of the University</p>	<i>Visitor notes these recommendations for update in the subsequent visitation.</i>

<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>The University commenced operations under the leadership of Honourable Sunday Namo as Chairman of Council, and Professor Geoffrey O. Okogbaa who was the pioneer Vice-Chancellor. The appointment of Professor G. O. Okogbaa was expected to exhibit much hope of quality to the University Community and elicit enviable development milestone within a short period that will take the University to greater heights. However, such expectation was dampened by the lack of knowledge of Nigerian University administration which resulted in lapses in the administration of the University.</p> <p>The University took off with two faculties namely ; Faculty of Social Sciences and Humanities and the Faculty of Sciences. However, the Faculty of Arts was separated from the Faculty of Social Sciences during the 2011/2012 academic session to become the third faculty at the take-off of academic activities in 2012. Sixteen (16) Academic Departments and nineteen (19) units were</p>	<p>premises and immediate surrounds.</p> <p>(vi) The land acquired for the University's permanent site should be compensated for by the Government.</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>initially established. At a later stage, post graduate programmes also commenced.</p> <p>The Governing Council, though constituted, was neither able to approve the condition of service nor the promotion of the staff of the University. This greatly affected the morale and welfare of staff.</p> <p>There were no union activities in the University between 2011-2015. There was only one Deputy Vice Chancellor for the University. The four (4) prototype Buildings housing faculties of Science, Management and Social Sciences, Agriculture and Senate Building which were initiated at the inception of the University were left uncompleted and abandoned.</p> <p>Staff development was low and characterized by poor training, refusal by management to allow Graduate Assistants proceed on further studies and denial of annual leave and deferments which contravene public service rules.</p> <p>Unqualified staff, both academic and non-</p>		

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<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>
		academic were recruited by Management to serve some vested interest which affected service delivery. Non-Academic staff were assigned duties in the Senate as directors and coordinators. One of such is the former Bursar conducting and invigilating post UTME and undergraduate examinations which is the sole responsibility of the Senate.		

TERM OF REFERENCE NINE

"To Examine the General Security in the University and how the University has dealt with it, and recommend appropriate measures."

<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>
10.0.	GENERAL SECURITY IN THE UNIVERSITY AND HOW THE UNIVERSITY HAS DEALT WITH IT	<p>There was harmony between the University and the local community, as no major security issue ever arose. However, the location of the main gate on a major trans- African highway, linking Nigeria to the Republics of Cameroon and Chad, via Maiduguri, portends great challenges of insecurity to both staff and members of the public. Moreover, the town of Wukari is volatile, as crises bordering on ethnicity and religious differences had occurred on numerous occasions, and the University is situated within the community. There was hardly any cultism in the University.</p> <p>In line with commitment to protect life and property in the university and its surroundings, a full-fledged Fire Service centre was established in the University. This included the acquisition of brand new fire engines. The establishment of the fire service was in collaboration with the Federal Fire Service which provided key</p>	<p>(i) The perimeter fence should be completed in order to make the work of security easy.</p> <p>(ii) Relationship with the community should be strengthened in order to avoid any future crisis.</p>	<i>Visitor notes these recommendations for update in the subsequent visitation.</i>

<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>technical and professional guidance. The University Fire Service is unique ; it fills a gap for fire safety within some parts of the sub-region.</p> <p>Another point for security consideration is the fact that the University's perimeter fencing is just about 70 <i>per cent</i> completed, which made its borders porous. Also, less than 10 <i>per cent</i> of the students live on campus. The panel equally noted the gross inadequacy of staff accommodation.</p> <p><i>Manpower in the Security Department</i></p> <p>There were 226 security personnel in the University, headed by a Coordinator/Director and a Deputy Director. Among them were 15 females. They were all engaged on permanent and pensionable appointment, except the Coordinator, who was engaged on contract. He is currently on CONTISS 15. The Department was assigned two (2) vehicles which were not fuelled regularly.</p>		

TERM OF REFERENCE TEN

"To Examine the Processes and Structures of Discipline of Students in each 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>
11.1.	PROCESSES AND STRUCTURES OF DISCIPLINE OF STUDENTS IN EACH UNIVERSITY IN LINE WITH DUE PROCESS OF THE RULE OF LAW	<p>It could be observed that this period under review signifies a starting point of or a commencement era for the Federal University, Wukari and as such, perhaps, efforts were concentrated on formalities and formal activities like planning, structural demands, manpower and their ancillaries.</p> <p>The Panel, nevertheless, observed that, throughout this period, there was nothing like formation of either Staff or Students' Unions and, as such, no Students' Disciplinary Committee in existence to regulate and modulate Students' conducts.</p>	<p>The Panel recommends that every newly founded Federal University be mandated to put certain system that deals with, and regulates Social Engineering in place, so as to ensure a crime free community.</p>	<p><i>Visitor notes this recommendation for update in the subsequent visitation.</i></p>

SUMMARY OF MEMORANDA AND PETITIONS

<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>
120	ACADEMIC STAFF UNION OF UNIVERSITIES (ASUU)	<p>During the tenure of Prof. Geoffrey Obitor Okogbaa, the University did not perform well in terms of administration and governance. This is not unconnected with his antecedent and lack of experience in University administration.</p> <p>Panel observed further that during the tenure of Prof. Abubakar Musa Kundi, the University enjoyed a new lease of life.</p>	<p>(i) Action should be expedited to sign and make available the Act establishing the Federal University, Wukari.</p> <p>(ii) A comprehensive training and re-training of the Registry Staff should be carried out to reposition the Registry for efficient service delivery.</p> <p>(iii) Staff recruitment should be done following due process. Recommendations of Heads of Departments should be considered in the recruitment of staff to fill up available vacancies. Academic vacancies should be properly advertised, with screening and interviews conducted.</p> <p>(iv) Due process should be followed and strictly adhered to in promotion exercises. This should be devoid of nepotism, favouritism, sentiment and any form of corruption:</p> <p>(a) The Panel advised that all promotion arrears should be promptly paid and pecuniary aspects settled ; and</p> <p>(b) Academic Staff who were promoted</p>	<p><i>Visitor notes these recommendations for update in the subsequent visitation ; accepts (xiii) and directs that annual leave should not be accumulated, monetized or deferred.</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>but were denied their entitlements should have their letters of promotion amended, to reflect appropriate benefits and issued without any clause.</p> <p>(v) Befitting laboratories should be built and adequately equipped with facilities to meet the peculiarities of relevant Departments.</p> <p>(vi) There is need for acquisition of more land to meet the growing space needs of the University.</p> <p>(vii) Facilities in the Teaching and Research Farm should be upgraded.</p> <p>(viii) Department and Faculty Libraries should be established and well stocked with current textbooks, journals and e-resource materials across Faculties.</p> <p>(ix) The University should provide well-furnished Offices and Lecture Rooms for conducive academic environment to Staff and Students to facilitate quality teaching, learning and research and service delivery.</p> <p>(x) There is need to establish a Univer-</p>	

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<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>sity Press to cater to the printing needs of staff, students and the immediate community. This will generate revenue for the University.</p> <p>(xi) Internet broadband services which will serve both Staff and Students should be provided.</p> <p>(xii) Newly recruited staff should be paid their first 28 days and baggage allowances in line with Public Service Rules and as practiced by other Federal Universities.</p> <p>(xiii) The University Management as a matter of necessity, should promptly approve annual leave for academic staff when due or it should be differed appropriately.</p> <p>(xiv) Due process should be applied in the allocation of residential houses in line with best practices applicable in Federal Universities.</p> <p>(xv) The University should establish or activate alternative sources of generating income to augment the Federal Government financial provisions.</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>(xvi) Alternate power supply should be provided for new building complexes and lecture rooms. Such supplies should be regular and sustained and also, water supply and distribution should be improved.</p> <p>(xvii) The University's perimeter fencing should be completed.</p>	
12.1.	MEMORANDUM FROM NON-ACADEMIC STAFF UNION OF EDUCATIONAL AND ASSOCIATED INSTITUTION OF THE UNIVERSITY (NASU)	<p>(i) The NASU memorandum basically requested for inclusion of their members in Training Programmes being scheduled by the University, for capacity building and qualitative output.</p> <p>(ii) The Union urged the University Council to grant the opportunity for a meeting with their members; this being the first time since the Council was constituted.</p> <p>(iii) That the Act establishing the Federal University, Wukari, be signed into Law by the President of the Federal Republic of Nigeria.</p> <p>(iv) It further highlighted the cordial relationship that existed between the Union and the current Administration.</p>	<p>(i) Panel recommends that all Staff Unions be included in training programmes organized by the University.</p> <p>(ii) Panel urged the Unions to continue to sustain the cordial relationship that exists between the Union and the University Management.</p>	<p>(i) Visitor rejects recommendation (i).</p> <p>(ii) Visitor notes recommendation (ii) for update in the subsequent visitations.</p>
12.2.	MEMORANDUM FROM NATIONAL ASSOCIATION OF ACADEMIC TECHNOLOGISTS (NAAT)	<p>(i) Cordial relationship exists between the Union and the current Administration.</p>	<p>(i) Panel urged the University to train and retrain its members on the use and operations of the equipment</p>	<p>Visitor notes recommendations (i), (iv) and (v) for update in the subsequent</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>(ii) There is need for prudent management of resources by the current Administration.</p> <p>(iii) There is need for the regular promotion of Union members in the same manner with other Unions.</p>	<p>and machines installed in the various laboratories of the University.</p> <p>(ii) That NUC should clearly spell out the duties of their members in all Universities across the Federation.</p> <p>(iii) The need for the inclusion of the Union as beneficiaries to the 30 per cent TETFUND training due to non-teaching staff training fund.</p> <p>(iv) the acquisition of additional equipment for use of Technologists in the University.</p> <p>(v) provision of official accommodation on campus, for its members.</p>	<p>visitation ; rejects (ii) stating that the NUC has no staff in any Nigerian University; and further rejects recommendation (iii).</p>
123.	MEMORANDUM FROM THE STUDENT UNION GOVERNMENT (SUG)	Panel observed that most of the challenges stated in the Memorandum submitted by the SUG, are being taken care of by the University Management.	<p>Panel recommends as follows:</p> <p>(i) sporting activities to be improved in the University by construction of a befitting Sport Centre, so as to foster physical and social integration amongst the students.</p> <p>(ii) More school buses be provided to shuttle students to and from town, and to ease other transit purposes.</p> <p>(iii) Management to improve water and</p>	<p>Visitor notes these recommendations for update in the subsequent visitation.</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>electricity supply to the University.</p> <p>(iv) Management to expand the health facilities on campus to accommodate the growing population of the University.</p> <p>(v) Governing Council and Management should put in place mechanism to checkmate sexual harassment in the University.</p>	
12.4.	PROTEST LETTER AGAINST TENURE ELONGATION BY THE EXECUTIVE AND MANAGEMENT COMMITTEE OF STAFF MULTI-PURPOSE COOPERATIVE SOCIETY	<p>(i) The memo requested for the dissolution of the Executive Management Committee of the Staff Multi-purpose Cooperative Society Ltd., upon the expiration of its tenure.</p> <p>(ii) The immediate conduct of elections in accordance with the cooperative Bye-Laws in the interest of peace and cohesion among the members.</p>	Panel recommends that the Governing Council should as a matter of urgency, set up a Committee to look into the affairs of the Staff Multi-Purpose Cooperative Society with a view to putting an end to the leadership crisis.	<i>Visitor rejects this recommendation.</i>
12.5.	PETITION FROM ILIYASU BIU M, PH.D OF FACULTY OF HUMANITIES, MANAGEMENT AND SOCIAL SCIENCES	<p>(i) Panel observed that the tenure of Prof. Geoffrey O. Okogbaa, the pioneer Vice Chancellor, leaves much to be desired.</p> <p>(ii) Management of the University finances was not prudent.</p> <p>(iii) Welfare of staff was poor.</p> <p>(iv) All efforts to contact the former Vice Chancellor, Prof. Geoffrey O. Okogbaa proved abortive.</p>	<p>(i) Panel recommends that the Governing Council should set up an investigative Panel to probe further the administration of Prof. Geoffrey O. Okogbaa.</p> <p>(ii) Urged authorities to discontinue the practice of appointing Vice Chancellors, direct from abroad (that is akin to "Sole Administrators" which is prohibited by the Act)</p>	<i>Visitor accepts recommendations (i) and (ii); notes (iii) for update in the subsequent visitation.</i>

<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>
			should be discouraged. (iii) Fiscal management be improved upon and welfare of the staff members be enhanced.	
12.6.	PETITION FROM ALLY DAUDA AHMADU, ICT CENTRE, FEDERAL UNIVERSITY, WUKARI ON THE USURPATION OF NON-ACADEMIC STAFF JOBS AND NON-PROMOTION OF NON-ACADEMIC STAFF TO CONTISS15	Panel observed from the petition, the following : (i) that from inception of the University, promotion of staff, especially the non-academic staff were not regular. (ii) that the University lacks substantive Directors in some Units.	(i) Panel recommends that the University Management should make the promotion of staff uniform as and when due. (ii) All Units of the University should be headed by qualified staff.	<i>Visitor notes these recommendations for update in the subsequent visitation.</i>
12.7.	PETITION FROM RHODA ACHOHWORA OKPAKO ON COMPLAINT AND SOLICITING FOR YOUR INTERVENTION	Panel observed from the petition, the following : (i) that Rhoda Achohwora Okpako's appointment was terminated in October, 2018 by the Governing Council. (ii) IPPIS capturing was done in the University in December, 2019 and Rhoda Achohwora Okpako was not captured. (iii) Rhoda Achohwora Okpako received salary arrears for February to July, 2020 and January 2021 to-date.	Panel recommends that the Governing Council should investigate why an officer whose appointment was terminated in October, 2018 was still able to enjoy salary arrears from February to July, 2020 and January 2021 till date. Equally intriguing was her demand for accrued arrears for the period covering August to December 2020 and a letter for her reinstatement.	<i>Visitor accepts this recommendation and directs Council to recover all monies illegally collected by Rhoda Achohwora Okpako, and all other staff in the same category.</i>
12.8.	MEMORANDUM FROM SENIOR STAFF ASSOCIATION OF NIGERIAN UNIVERSITIES (SSANU)	Panel observed that : (i) The remittance of third-party deductions from the Staff salaries, especially meant for Federal Mortgage	Panel recommends that: (i) Third party deductions from the Staff salaries, especially meant for Fed-	<i>Visitor accepts recommendations (i) and (iii) and directs Council to address the issue</i>

<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>Bank, in respect of Housing Loan Repayment, totalling Thirty-Six Million Naira (N36,000,000), accrued during the period of Professor Kundiri's administration, is still outstanding.</p> <p>(ii) There was unnecessary lobbying for training programmes which characterized the first administration of the University.</p>	<p>eral Mortgage Bank in respect of Housing Loan Repayment totalling Thirty-Six Million Naira (N36,000,000) accrued during the period of Professor Kundiri's administration, which remittance still remained outstanding, should be fully paid to the third party.</p> <p>(ii) That unnecessary lobbying for participation in Training Programmes that characterized the first administration should be redressed, while opportunities for Research Training Programmes be extended to the Non-Teaching Staff.</p> <p>(iii) There should be a review of the exercise conducted for the proper placement of staff under the past administration; which was fraught with irregularities, as evident in numerous cases contained in the Memorandum.</p> <p>(iv) The reversal of proven cases of usurpation of non-teaching staff positions by some members of the Academic Staff.</p>	<p>on a case-by-case basis; notes (ii), (iv) and (v) for update in the subsequent visitation.</p>

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<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>
			(v) The Panel commended the new Vice Chancellor on the setting up of high-powered Committee, to facilitate out-of-court settlement of cases between SSANU and the parallel Union set up by the previous administration.	

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

MUHAMMADU BUHARI, GCFR
President, Federal Republic of Nigeria