

EXECUTIVE SUMMARY

PREAMBLE

This document is a compilation of the findings and recommendations of the Presidential Visitation Panel to the Federal University of Agriculture Abeokuta, for the period 2016 – 2020. More details on the content presented here can be found in the main report and appendices.

INTRODUCTION

1.0 Inauguration of the Visitation Panels

The President, Commander-In-Chief of the Armed Forces of the Federal Republic of Nigeria, President Muhammadu Buhari, GCFR, who is the Visitor to all Federal tertiary institutions constituted the 2021 Presidential Visitation Panels to all Federal Universities and inter-University Centres including Federal University of Agriculture, Abeokuta (FUNAAB). The Honourable Minister of Education, Malam Adamu Adamu on behalf of the President inaugurated the Panels on Tuesday 13th April, 2021 at the Idris Abdulkadir Auditorium, National Universities Commission (NUC), Aguiyi Ironsi Street, Maitama Abuja.

The Visitation exercise covered the periods of 2011-2015 and 2016-2020 to evaluate academic and administrative performance of the Institutions and to determine to what extent they had fulfilled their mandate for public good. The Panel was given 60 days with effect from 13th April, 2021 to complete the assignment and submit their report with the utmost confidentiality it deserves. This report is on the Visitation exercise conducted in the Federal University of Agriculture, Abeokuta, Ogun State in 2021.

2.0 Composition of FUNAAB 2021 Presidential Visitation Panel

The Visitation Panel to the Federal University of Agriculture, Abeokuta had 7 members as follows:

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|---|---|-----------|
| 1. Prof. Akaneren I. Essien, <i>FNSAP</i> | - | Chairman |
| 2. Prof. Yahaya Shehu | - | Member |
| 3. Prof. (Mrs.) Foluso. O. Okebukola | - | Member |
| 4. Dr. Lateef Alani Odekunle, FCA | - | Member |
| 5. Barr. Uchenna Okonkwo | - | Member |
| 6. Dr. Jurbe Joseph Molwus, MNIQB, Reg, Bldr-CORBON | - | Member |
| 7. Mrs. Vivian. O. Luke | - | Secretary |

3.0 Terms of Reference (ToR)

The Honorable Minister of Education, Mallam Adamu Adamu, provided 10 (ten) Terms of Reference (ToRs) as follows:

1. To inquire into the level of implementation of the White Paper on the last Visitation report;
2. To look into the leadership quality of each University in terms of the roles of the Governing Councils, the Vice Chancellors and other Principal Officers;
3. To look into the Financial Management of each Institutions including statutory allocations and Internally Generated Revenues over the recommended period and determine whether it was in compliance with appropriate regulations;
4. To investigate the applications 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;
5. To examine the adequacy of the staff and staff development programmes of the University;
6. 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, National Universities Commission (NUC) and the Federal Ministry of Education (FME));
7. 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 possible modification to the Law;
8. To trace the historical evolution of the University and take stock of its net achievements and problems as well as its style and direction;
9. To examine the general security in the University and how the University has dealt with it and recommend other appropriate measures; and
10. To examine the processes and structures of discipline of students in each University in line with due process of the rule of law.

METHODOLOGY

Introduction

After the inauguration of the Presidential Visitation Panel ceremony on 13th April, 2021, the Chairman of the Panel informed the secretary to contact members and arrange for a meeting to discuss the strategies for carrying out the assignment. The discussion centered on issues such as logistics planning, assigning responsibilities and salient approaches were deliberated upon for the success of the exercise. The Secretary was detailed to make arrangements with the Vice - Chancellor of the FUNAAB informing him about the arrival of the Panel to the University for the exercise. Panel members arrived FUNAAB on Saturday 24th April, 2021 and commenced work immediately.

COURTESY VISITS

The University Management

On Monday 26th April, 2021, the Panel met the Vice Chancellor Prof. F. K. Salako and the University Principal Officers, other Management Staff, Deans and Directors and Union leaders in the Senate Chamber of the University. The Chairman of the Panel in his opening address informed the expanded Management team of the University about the objectives of the Visitation exercise. The Vice Chancellor in his response welcomed the Panel members to FUNAAB and assured them of the University's maximum cooperation and support during the exercise.

The Panel also paid courtesy visits to the Traditional Rulers and other key stakeholders including the Alake of Egba land, the Agura of Gbagura land, the Ogun State Commissioner of Police, The Director of SSS and the Management Committee Chairman of Odeda Local Government.

Publicity of the Visitation Exercise

Adequate publicity was given to the Visitation exercise through the University Radio, newspaper and display of the posters at strategic locations in the University. The Terms of Reference posters requesting for memoranda were also sent to different associations, unions, and individuals within and outside the University Community. The deadline for the submission of memoranda was extended 11th May, 2021 to allow more submissions. Additionally, Town Hall meetings were held on 27th and 28th April, 2021 where the different sections of the University Community attended including the Unions ASUU, NASU, NAAT, NASU and SUG separately.

Setting up the Panel Secretariat

In order to facilitate and enhance the work of the Panel, a Secretariat was set up on 27th April, 2021 at the Council Chamber in the Administrative building of the University where all major activities of the Panel took place.

Methods of Data Collection

The panel adopted the following methods in gathering data and relevant information for the exercise in no particular order:

- i) Meetings with individuals;
- ii) Interviews;
- iii) Interactions with individuals and various groups;
- iv) Tours of facilities;
- v) Courtesy visits;
- vi) Study memoranda; and
- vii) Examination of relevant documents.

Data processing and Report Writing

For the purpose of organising the data collected and preparing reports, the ToRs were shared among Panel members based largely on their professions and experiences in groups of three members per ToR. Each group prepared the chapters emanating from the ToRs assigned to them at the end of which the Panel reviewed all the chapters together. The reports were projected for the panel members to read at the same time and necessary corrections were affected. Finally, the report has been organised in 13 chapters with chapters 1 and 2 presenting introduction and methods respectively, 3 to 12 presenting the ten ToRs and 13 presenting the findings from the memoranda received by the Panel.

TERM OF REFERENCE 1

To inquire into the level of implementation of the White Paper on the last Visitation report

The last Visitation exercise to the Federal University of Agriculture Abeokuta was conducted in the year 2011, the extent of implementation of which has been reported in the corresponding chapter of this Panel's report for the Period of 2011 – 2015. There is therefore no content to be reported here in respect of the extent of implementation of the last Visitation report.

TERM OF REFERENCE 2

To look into the Leadership Quality of each University in terms of the roles of Governing Councils, the Vice Chancellor and other Principal Officers

Governing Council

Findings/Observations

During the period under review (2016-2020), it is on record that the Governing Council met regularly and in accordance with the statutory requirements of holding at least three meetings every calendar year. The Council have maintained a cordial working relationship with the Vice Chancellor, Principal Officers of the University as well as other organs of the Institution.

The Vice-Chancellor

For the period under review (2016-2020) there were two substantive Vice-Chancellors and one acting as follows:

- | | | | |
|----|------------------------------|---|----------------------------------|
| 1. | Prof. Olusola B. Oyewole | - | May 2012 – May 2017 |
| 2. | Prof. Ololade A. Enikuomehin | - | May 2017 - Oct. 2017
(Acting) |
| 3. | Prof. Felix K. Salako | - | 2017 - until now. |

Details of their performances have been presented in the main report of the Panel. However, the Panel finds it necessary to include its findings on the relationship between the leadership qualities and staff Union activities in the executive summary for quick reference.

Quality of Leadership in the FUNAAB and Union Activities

The visitation Panel, in the course of its interactions with the various stakeholders including past Pro-Chancellors, Vice Chancellors, staff Unions and memoranda submitted made the following observations about the quality of leadership in the University:

1. The Panel found that some of the Vice Chancellors that served within the Period under review appeared to have pitched tents with one Union or the other during their tenure thereby gradually breeding animosity within the University over the years. It was also observed that University Management have at some points in time attempted to meddle into the affairs of some of the Staff Unions between 2011 to date.
2. Panel also observed that the allegiance a Principal Officer of the University had for SSANU, further aggravated the crisis that rocked the University in 2016.
3. Within the period under review, the activities of FUNAAB staff Unions affected the fortunes of the University in various ways. For instance, Unions' activities over time eventually triggered off the crisis of 2016 witnessed by the University which had snowballed from 2012.
4. The agitations of Unions appeared to have no bounds especially during the tenure of Prof. O. B. Oyewole, particularly the three main Unions ASUU, SSANU and NASU.

5. This underscores the reason for the seeming highhandedness during the tenure of Prof. O. O. Balogun. His style of administration put some of the Unions under check and that translated to a lot of progress in the University.
6. The National Association of Academic Technologies (NAAT) was observed not to have been partisan in the crisis that rocked the University.

Recommendations:

1. Henceforth, all Vice Chancellors and indeed Management team of the University should ensure that they avoid any actions or decisions that will make them to appear to have favoured any Union or group within the University. They should rather be committed towards providing unbiased leadership at all times and handle all staff disciplinary and welfare issues fairly regardless of the Union to which the affected members of staff may belong.
2. For FUNAAB to make the needed progress to its full potentials given the abundant human and material resources; the University Governance and Administration should circumspectly invoke and apply the necessary and relevant provisions of the staff Code of Conduct to deal with issues as they arise. There are enough provisions in the University's Code of Conduct to handle the activities of Unions as every Union member is first and foremost a member of staff of the University, the fact that they have freedom of association notwithstanding.

Term of Reference 3

To look into the Financial Management of each Institutions including statutory allocations and Internally Generated Revenues over the recommended period and determine whether it was in compliance with appropriate regulations

Financial Management

Observations/Findings

The Bursary is well structured with schedules, lines of authority and responsibility clearly classified and duties suggested. This is an evidence of internal control. In the period under review, the Panel found that the Heads of Section who are the Bursar's immediate lieutenants are top rate professionals in Accounting, Purchasing and Supply and Computing. Many possess academic qualifications up to the level of Master's degrees.

The Panel noted that internal control procedures existed and were being complied with in the financial management functions. Internal control procedures are arrangements to ensure, the University runs efficiently safeguard assets, and the velocity accuracy and completeness of transactions.

The Panel however noted that litigation on the case of theft of fourteen million naira (N14,000,000.00) for which a former member of staff was dismissed, was still ongoing at the time of visitation.

Recommendations

The University should find a means of dispensing with the case in good time to avoid further loss of funds expended in the litigation

University management should review on continuous basis, the internal control systems in view of the ever-changing practices.

Panel recommends that the Bursary staff and all other officers involved in the handling of the university resources should get more familiar with the contents of the documents listed above as it affects their respective schedules.

The University may also organise seminar periodically, for the purpose of educating responsibility officers on the contents of extant laws and development thereon, relating to the university.

Budgeting: Planning and Control

Observation/Findings

The Panel noted the continuous improvement in the budgeting system of the University. The University budgets for the period were approved by the Council. This is consistent with provisions in Section 8 of the University's Act. Excerpts of Council meetings where budgets were approved were presented and sighted.

The budget process shows it is all inclusive and participatory as submissions were made by the Units, Departments and Colleges. Opportunities were also provided for all the budget holders to defend before the University's budget committee.

Through interactions with some stakeholders, particularly the Unions, Panel found that many do not understand the concept and process of budget in the University thus breeding some grudges and animosity from some budget holders who are either heads of departments or deans of colleges and the university management.

Recommendations:

The Panel recommends that this trend which is in line with global best practices and provision of the University's Act should be sustained. The University should regard budget as the ultimate authority to incur expenditure and meet revenue target.

The ratio of expenditure on academic to non-academic should be sustained and improved upon.

The inclusiveness of the budget process should be made deeper for better understanding by all. The University may organise basic financial management education in form of workshop, to Deans of Colleges and Heads of department, on financial and budget processes in the university so as to reduce misconception and subsequent animosity.

Budget Performance

Observations/Findings:

The overhead cost received was less than allocation in the period except in 2016. This would have put some pressures on IGR to augment what was released.

Generally, the University had less in overhead grant allocation and releases for the period when compared with the earlier period of 2011-2015.

A detailed review of capital grant shows increases in the amount received by the University over the last period of 2011-2015. This the Panel views that this may be due to migration to Federal Ministry of Agriculture as the Funding Ministry.

Recommendations:

It is recommended that budget performance review should be done on at most quarterly basis. This will make possible early detection of probable limiting factor in the budget, it will

also reveal variances in the comparison, the causes of which should be investigated to guide the future.

The University has the potentiality to meet up and expand its internally generated revenue (IGR). The University should latch on the natural agrarian nature of its location to boost food production, offer extension services to the entire state and in deed the whole of south west, being the only University of agriculture in the zone.

The University should endeavour to turn its vast expanse of uncultivated and fallow land into wealth creation. This may be possible through the Directorate of University Farms (DUFARMS), an IGU of the University. The Panel recommends that the activities of DUFARMS should be market driven to generate optimal revenue for the University.

The university requires initial funding support to be able to realise its internally generated revenue (IGR) potentiality to the fullest. This will position the university to contribute more of its operating surplus to the Consolidated Revenue Fund.

Causes of variances should be investigated and reported to guide the future. Variances may occur as a result of human error poor judgement, over ambition or change in economic conditions.

Budget Monitoring Committee

Observations/ Findings:

Panel observed that the University continues to have the Budget Monitoring Committee (BMC) in consonance with the 2009 Agreement between the Federal Government of Nigeria (FGN) and the Universities' Staff Unions.

The purpose of the BMC is to enforce discipline and ensure budget performance on NEEDS assessment funded projects and to report on same to Council.

The BMC in FUNAAB was found to be meeting only as may be scheduled rather than as stipulated in its Terms of Reference.

From the reports and minutes of meetings of BMC obtained and reviewed, it was observed that the BMC in this University goes beyond its mandate and meddles in other budgetary and financial matters beyond NEEDS assessment funded projects.

Recommendations:

Panel recommends that the BMC reports should be taken with commitment and report of implementation of the observations or suggestions be specifically documented.

Panel recommends regular quarterly meetings of the BMC for effectiveness.

Panel also recommends that BMC should work within its mandate, report and monitor actions of management for effectiveness.

Internally Generated Revenue (IGR)**Observations/findings:**

The Panel observed that the university's IGR is derived from the following:

- I. Student Service charges from undergraduate students
- II. Post graduate tuition fees
- III. Investment income
- IV. Income from the Income generating Units
- V. Other Income.

The Panel observed that all the IGR activities were within the objects of the university as enshrined in the Federal Universities of Agriculture Act Section 2 (3 a-m).

The Panel observed that the University does not charge tuition to its full time undergraduate students.

The Panel found from the records reviewed that the university generated sum of over N6.673b as IGR during the period under review. This amounts to about 21.3% of the total funding received in the period. IGR was used to augment personnel cost, and largely, overhead and capital expenditure.

Recommendations:

The Panel recommends that the University should take steps to increase its IGR with the following suggested approaches on its Income Generating Units (IGUs):

- I. Adopt Business model for the IGUs' efficiency;
- II. Allocating to each unit revenue target based on their revenue potentiality;
- III. Each unit to operate at a level that guarantees coverage of its variable costs including nominal rent and its capital expenditure;
- IV. Every IGU management should be challenged to make its operation market competitive based;
- V. Reposition its farm for better productivity; and
- VI. The Industrial Park unit of the university appears to have huge revenue generating capacity if overhauled and better managed.

The panel also recommends that the university should latch on its scientific and research capability with a view to boosting food production, creating employment within the immediate

community, expanding IGR and ultimately, increasing contribution to the Consolidated Revenue Fund (CRF).

Financial Statements

Observations/Findings:

- I. The financial statements of the University for the Period under review were statutorily audited and approved up to year 2018. The Financial Statements for 2019 and 2020 were not yet finalised and audited.
- II. The Panel obtained evidence that copies of financial statements and domestic reports for the years audited in the period under review were submitted to the Office of the Auditor General for the Federation.
- III. Same accounting policies were applied for all the years under review.
- IV. Accounts were prepared under International Public Sector Accounting Standards (IPSAS) Accrual. FUNAAB converted its financial statements to IPSAS with effect from January 2016 in line with Federal government directive on migration to IPSAS accrual.
- V. The Panel obtained that staff were being trained on IPSAS being the current standards applicable to Public Sector financial management.
- VI. Following IPSAS requirement, certain agricultural assets are now classified as Biological Assets.
- VII. Panel obtained information that there was approval for the training of 50 members of staff on IPSAS. This however could not hold as a result of the Covid-19 pandemic.
- VIII. It was further observed that some officers of bursary have been attending training sessions on International Public Sector Accounting Standards (IPSAS) Accrual provided by ICAN and the provider of AdmonBursary software.
- IX. Animals in the Zoo and those held for research were not captured as part of biological assets in the accounts. The implication is that loss of any animal under any circumstance may not be known to the management.
- X. The litigation with respect to the payment made in 2010 in the sum of the Twenty-Seven Million Naira (N27,000,000) only for rent on a property in Abuja where the University is the Plaintiff still persists as at the end of the period. The case is now being challenged at the Appeal Court. University treats it as debtor in the books of account but with no provision for doubtful debt.
- XI. Panel obtained information that Council had directed the University Management to refer the matter to ICPC to unravel the culpable persons in the payment and receipt of the money.
- XII. As noted in the 2011 -2015 review period, payment in the sum of one million and fifty naira only was made by FUNAAB for the purchase of two cubs in 2012 meant for its Zoo Park.
- XIII. The lions were still being kept in the Zoo of the University of Ibadan from where they were purchased till the end of the period under review.

- XIV. Panel obtained explanations from the Director of the Zoo Park that the animals were left in University of Ibadan Zoo because the cage in FUNAAB were unsuitable to hold them.

Recommendations:

- I. The University should endeavour to undertake statutory audit of its financial statements timely and as required by FR 3210(v).
- II. Arrangement should be made with the authority of University of Ibadan for a sell-back of the animals and the proceeds used to purchase another set of lion cubs. A suitable cage to hold the lions should be built.
- III. All Biological items not for disposal within one year should be classified as non-current assets and treated as recommended in IPSAS 27 and IAS 41.
- IV. The Panel recommends that scheduled training aborted by the Covid-19 pandemic should be revived and concerned staff allowed to take the benefits.
- V. The University should have a policy of continuous training for its staff especially on public sector financial management.
- VI. No efforts should be spared to ensure that University recovers the money paid on Abuja property. Investigation should also be carried out to find if due diligence was followed and the possibility of internal connivance. Anyone found to have been involved in a sharp practice to short-change the University in the transaction should be made accountable accordingly.
- VII. The Panel also recommends that in view of the treatment of the controversial payment as debtor in the accounts and the uncertainty of the outcome of the litigation on the matter, there should be provision for doubtful debt in the account.

Domestic Reports/Management Letters for the Period

Observations/Findings:

- I. The internal control weakness in the accounts as observed by the External Auditors were highlighted in the Management responded to issues in the management letters.
- II. A number of issues were yet to be resolved even when they were noted by the University.

Recommendations:

- I. All internal control issues noted in the domestic reports should be taken with commitment.
- II. The Internal Audit should be directed to enforce compliance and non-compliance or infraction should be reported to the Vice-Chancellor.

Internal Audit Report

Observations/Findings:

The Internal Audit Directorate does not have domestic operational manual but draws its standard operating procedures (SOP) from the following:

- (i) Audit Plan/Programme of works for each prepared by the Directorate and approved by the Vice-Chancellor;
- (ii) Uniform Internal Audit Manual for Nigerian Universities produced by Committee of Heads of Internal Audit department/Unit in Nigeria Universities;
- (iii) Internal Audit guide from Audit Monitoring Department of the Office of Accountant General of the Federation; and
- (iv) Financial Regulation of the Federal Republic of Nigeria.

Recommendations:

Training of staff on contemporary audit techniques and on all public sector financial management reforms of the federal government of Nigeria is recommended.

Purposive audit software to enhance the effectiveness and efficiency in the Unit.

All assets acquired and not physically accessible for inspection should be deemed to have been illegally disposed of, and the officer concerned with related schedule should be held accountable.

Fixed Assets Registers:

Observations/Findings

- I. In compliance with the Visitors directives from the earlier visitation, the University continued to have University Wide Fixed Asset Register for each year of the period under review and this is commendable.
- II. The University continued with the efforts as observed in the 2011-2015 review period. The current efforts of the University on asset inventory, tagging/coding and registration are consistent with Finance Circular reference: FMF/F&A/ATMP/CI of 7th March, 2017. It is also part of the process of migrating to IPSAS Accrual.
- III. The Panel observed that good population of Assets are marked or engraved with identification tag.
- IV. There are few cases of omission of the identification and this was pointed to the relevant University officers.

Recommendations:

- I. Compliance with the Visitor’s directive on fixed assets register should be sustained.
- II. All items of fixed assets yet to be marked should be identified immediately and marked upon as appropriate.
- III. The internal audit as management agent should develop a template to ensure that fixed assets acquired are engraved/marked upon and entered into the fixed assets register before voucher for payment for such acquired asset is passed.

Accounting Packages

Observations/Findings

- I. The current software in use in the bursary during the period under review is ADMONBURSARY. This is a software built to cater for complete bursary's accounting activities other than staff personal emolument. The software was procured in 2005.
- II. The software was reported to be mal-functioning in the period under review.

Recommendation:

A cloud-based enterprise Resource Program (ERP) ideal for a contemporary IT environment should be procured.

Insurance policies against risks:

Observations/Findings:

In the period under review, the University had a policy on insurance. Risks insured were:

- I. Fire and Allied perils for buildings and equipment;
- II. Comprehensive and Third-party insurance for motor vehicles; and Tertiary Institution students Health Insurance Programme (TISHIP).
- III. Certain risks were not yet covered. These include agricultural risks on plants farms and livestock. Also not covered were occupational hazard insurance for staff.
- IV. The University appointed many underwriters for the purpose of risk spreading and loss reduction when claims arose. This is commendable.

Recommendations:

- I. The University's efforts at mitigating loss through insurance is commendable and should be sustained.
- II. The Panel recommends to the Visitor to direct the Ministry of Agriculture and Rural Development to arrange with Nigeria Agricultural Insurance Corporation (NAIC) to undertake agricultural insurance in the University as appropriate.
- III. The University should also include as part of risks insured, Public Liability Insurance. This becomes necessary in view of the fact that the University operates a Zoo. For example, a member of the public attacked by a straying animal may bring action against the University.

Challenges to the Efficient Performance of Bursary Functions

Observations/Findings:

The following are the major challenges encountered by staff of the Bursary Department in the discharge of their duties as obtained from the University Bursar and reviewed by the Panel.

- (i) Irregular electricity supply which made it very difficult to produce reports timely.
- (ii) Lack of office equipment particularly Desktop computers and Lap tops. Most of the computers are very old and non-functional while some staff do not have any to work with.

- (iii) Inadequate office space and furniture. The Bursary would require a different building dedicated to bursary operations.
- (iv) Dearth of pupil Accountants. The succession plan is very uncertain.
- (v) No archives for proper storage of accounting records.
- (vi) No spacious Central Store. There is a need for a Central University Stores.
- (vii) The bursar remarked as "very unrealistic and irregular Remita System, lack of Bank Statements for Treasury Operations and Reconciliation. The Accountant-General of the Federation (AGF) and Central Bank of Nigeria (CBN) have not been able to fix the problem. This constitutes a very big risk to treasury operations and may provide opportunities for fraud".
- (viii) Malfunctioning AdmonBursary accounting software.

Recommendations on Challenges:

- I. With reputable ERP, all financial and academic information should be linked. Management should look into this as a priority to enable the bursary function as finance department of a 21st century university.
- II. Modern and functional contemporary work tools should be provided.
- III. There is need for intranet to drive automated flow of transactions.
- IV. There is need for reliable back-up for the bursary.
- V. All Accountants must be skilful in IT hence require training on continuous basis.
- VI. The University should be assisted with funding to acquire work tools and equipment.
- VII. All limiting factors to TSA emanating from remita system or the CBN should be looked into by the Federal Ministry of Finance (FMF) and the Office of Accountant General of the Federation (OAGF)

Unretired Cash Advance

Observations/Finding

As at December 2020, a total sum of N10,746,112.00 as Cash Advance was due for retirement. Some have been due for retirement for upward of five years.

Recommendations:

- I. Reasons for the long existence of cash advance need to be investigated. There is probability among others, that the money was not used for the purpose it was obtained.
- II. In line with the provisions of Financial Regulation (FR) of the Federal Government of Nigeria, officers responsible for the advance accounts and records must examine such records each month and are also responsible for bringing to the notice of the Accounting Officer (Vice –Chancellor), any item which are overdue for settlement (FR 1404 (iii) refers).
- III. In compliance with the terms of FR 1420, the Vice-Chancellor as the Chief Accounting Officer should ensure that all advances granted to officers are fully recovered.
- IV. The University should ensure that all overdue advances are recovered without delay. Anyone whose name appears in the schedule of unretired advances should be made to retire immediately.
- V. Deductions of value of the unretired advance from the salary and any other personal emolument of the affected members of staff should commence immediately. It should be noted that the lack of any advice regarding retirement of any advance does not absolve an officer from repayment or retirement of such advance.

Cash Flow Statement

Observations/Findings:

- I. The Panel found that the University did not prepare cash flow statement as part of its internal reports for the period under review.
- II. The University had statement of Cash/Bank Balances on weekly basis submitted to the Vice Chancellor. This only shows the stock or static positions of Cash/Bank Balances at a point in time. The implication is that the trail of flow between inflows and outflows are missing.
- III. The garnishee orders observed in the period 2011-2015 were vacated in 2017 through court process. The court judgement on this was presented and sighted.
- IV. The Panel found that the garnishee orders came about as a result of due diligence failure in a BOT arrangement which was later cancelled and resulted in a litigation. See Chapter 6 of report for detailed information.

Recommendations:

- I. To facilitate proper planning and to ascertain the solvency position of the University, it is desirable and so recommended to prepare cash flow statement on periodic quarterly basis.
- II. Proper due diligence is important and should be ensured in all dealings by the university to avoid loss of valuable resources in money, time and opportunities.

Bank Reconciliation Statement

Observations/Findings:

- I. The bank reconciliation was reported on by the Internal Audit Unit and there was evidence of sighting by the External Auditors. The reconciliation statement for December 2020 was outstanding as at time of visitation by the Panel.
- II. A difference of 298,206,411.74 which occurred in 2017 between the ledger and CBN balances still existed till the end of 2020. The balance as per CBN statement is higher than ledger balance. This requires investigation and reconciliation efforts so as not to create a mislead in the account. This was noted by the External Auditors in the Domestic report of 2017.
- III. The University through the Bursar has written to the CBN to lodge complaint about this to the Accountant General but no action was taken yet.

Recommendations:

- I. The University should exert more efforts to ensure that the difference in both the ledger and the CBN statement is reconciled without delay so as not to create a distortion on the opinion about the Financial Statements.
- II. In addition to the letter written to the Accountant General of the Federation, a letter should also be done to the Central Bank of Nigeria (CBN) and System Specs, the owner of remita (the platform for TSA).

Compliance with the Fiscal Responsibility Act

Observation/Finding

Evidence of compliance with the directive on remittance of part of IGR to CRF was sighted. This is commendable.

Recommendation

The University should keep up this gesture of responsibility in compliance with government directives and extant Regulations.

Compliance with Tax Statutes in respect of deductions and remittances.

Observation/Finding

The Panel obtained evidence of compliance in respect of deductions and remittances of:

- (i) Pay As You Earn (PAYE) to OGIRS.
- (ii) Withholding tax deductible and payable to FIRS.

- (iii) VAT payable to FIRS.
- (iv) Stamp duties deductible and payable to CRF.

Recommendation

This practice of compliance with regulations should be sustained.

Banking

Observation/Finding

Panel found that the Independent and Corrupt Practices Commission (ICPC) in 2019 obtained an Ex-Parte Order from the Federal High Court in Abeokuta ordering the forfeiture of a sum of Two Hundred and Thirteen Million, Four Hundred and Four Thousand, Five Hundred and Six Naira, Ninety-one kobo (N213,404,506.91) to the Federal Government of Nigeria, for non-compliance with the directive on Treasury Single Account (TSA). The said sum was eventually taken out of the University's account in the CBN as ordered by the court in favour of the Federal Government in September 2020. Excerpt of the CBN statement and copy of the Ex-Parte Order form.

Recommendation

The University is advised to, and should, close all accounts with deposit money banks (DMB), and balances transferred to Treasury Single Account (TSA) in the Central Bank of Nigeria (CBN) in compliance with Treasury Circulars reference:

- (i) TRY A12 & B12/2018 OAGF/CAD/026/V.111/324: Non-compliance with Presidential directive and circular on TSA; and
- (ii) TRY A9 & B9/2015 OAGF/CAD/026/V.III/354: Guidelines on the implementation of TSA/E-Collection.

TERMS OF REFERENCE 4

To investigate the applications 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

Application of funds

Personnel Grant

Observation/Findings:

- I. The Panel Observed that grants for personnel costs for each year of the period under review were received and applied in the payment of staff salaries.
- II. The records did not show anyone was being owed arrears of salaries. This implies that the grant was used for the purpose it was meant.

Recommendations:

- I. The Panel recommends that university should keep complying with the instructions of government with regards to prompt payment of staff salaries.
- II. The University should be consistent in applying the personnel cost grant strictly for the salaries of persons on approved payroll.

Overhead Cost grant

Observations/Findings:

- I. Records presented and reviewed show that overhead cost grant received was used for general administrative expenditure of recurrent nature and the Direct Teaching and Laboratory Cost (DTLC).
- II. The DTLC is a fund embedded in overhead cost grant to support laboratory activities in consumables, reagents, simple tools and apparatus.
- III. Government allocation over the period was not sufficient for the running of the university. The amount of the overhead cost grant was found meagre when compared to the reported expenditure of the university. The DTLC is limited in how far it can support the laboratory activities in the University.
- IV. IGR was used to augment the meagre overhead grant.

Recommendation

Panel recommends a substantial increase in the allocated and released amount for overhead for general expenditure and the DTLC in the light of rising inflation, so as to reduce the burden on IGR which otherwise can be used to address the pressing physical developmental challenges of the university.

FGN Capital Grants

Observations/findings:

- I. Panel found that Capital grants were used for acquisition of capital physical projects and equipment in process consistent with Regulations.

- II. The Panel found that capital grants received substantially increased when compared with previous period.
- III. A total sum of N1.6billion was expended on 40 number of capital projects.
- IV. Panel observed that in spite of capital grants releases, IGR was used to augment capital grants to finance capital development expenditure.

Recommendations:

- I. The Panel recommends that the level of funding should be sustained to enhance the University's physical development, acquisition of capital equipment and other infrastructure.
- II. The university should rearrange its priority such that capital projects take preference in the utilisation of its IGR.
- III. All projects and equipment should be used for their purposes, maintained and preserved effectively.

TETFund Grant

Observations/Findings:

- I. Total receipt by the University from TETFund during the period under review was N2.679b. It is to be noted that fresh release of fund from TETFund to any beneficiary institution is subject to the utilization and full and satisfactory retirement of previous release. This was considered efficient in the accessing and utilisation of fund.
- II. The Panel noted that the component of Staff Training and Development (AST&D) in TETFund was disbursed to deserving members of staff. Staff across the University were sponsored to attend local and international conferences as well as obtained higher degrees at both foreign and local Institutions. List of beneficiaries' forms.
- III. Application of fund on award of contract for projects and AST&D were in line with dictates of TETFund and in compliance with due process.

Recommendation

Panel recommends that the University should keep up the efficiency in accessing and utilisation of TETFund releases with a view to maximising opportunities of TETFund for its development.

NEEDS Assessment Fund

Observations/Findings:

- I. Panel found that NEEDS Assessment fund has the following components:
 - a. Capital projects and
 - b. Capacity building
- II. The University received a sum of N2.166billion in 2019 as the second tranche of NEEDS Assessment. The first tranche was received in 2014.
- III. The Panel noted that expenditure from NEEDS assessment was done in line with extant Regulations and Fund instructions.

- IV. Award of contracts followed due process as stipulated by the Public Procurement Act (PPA), 2007.
- V. A total sum of N56.117m out of the allocated sum of M 56.817m for capacity building had been disbursed to deserving members of staff for the purpose of capacity building.

Recommendations:

- I. Panel recommends close monitoring of project execution to ensure that they are done and delivered according to terms of award.
- II. Panel recommends proper maintenance internal control protocol to ensure that, the projects are used for their intended purposes so as to justify government investment, and that they are well preserved as assets as well mitigate any probable loss on them.

Build, Operate and Transfer (BOT) Projects

Observations/Findings:

The litigation on BOT initiated in 2010 and noted in the period 2011 - 2015 Visitation Report still persists.

The Panel after carefully studying documents made available and interacted with the relevant stakeholders on the BOT agreements, observed and hereby emphasises the following:

- i) Proper background on the developers' track record on similar projects were not done;
- ii) The audited accounts of the company were not checked;
- iii) The Infrastructure Concession Regulation Commission (ICRC) was not involved before the University went ahead with the agreement;
- iv) All relevant stakeholders in the University were involved in the process leading to the agreement;
- v) The source of funding for building the proposed Staff Quarters by PCG was not known to the University;
- vi) The provision of adequate security by the company was not ascertained before the University made the advance payment of N80,000,000 (Eight Million Naira only);
- vii) Even though the agreement required the houses to be constructed within one year, PCG failed to deliver on this agreement;
- viii) The PCG requested for the certificate of occupancy (C of O) of the land on which the project is to be sighted but this was declined by the University;
- ix) The University later terminated the agreement for non-performance;
- x) PCG subsequently declared a dispute;
- xi) In accordance with the terms of agreement of the contract, the dispute was referred to an Arbitration Panel;
- xii) The Arbitrators awarded a sum of N1.06b against the University though, there was dissenting opinion;

- xiii) Certain bank accounts of the University were also placed on Garnishee Orders as at the end of 2015 for the purpose of enforcing the arbitration decision by PCG;
- xiv) The Garnishee Order on University's account was vacated in 2017;
- xv) The University is currently challenging the award in the appeal court;
- xvi) Records available and reviewed show that the BOT arrangement was not properly packaged as the terms of the execution would obviously be unfavourable to the university; and
- xvii) The Panel noted that the University cannot access, and thus is denied, the use of the space occupied by the buildings under construction. The buildings in their uncompleted state are unsightly for the environment of the university. Furthermore, the uncompleted buildings constitute security and safety risks for the university as they are covered by bushes.

Recommendations:

- I. The current legal issues on the BOT should be vigorously and diligently pursued in order for it to be resolved as soon as possible to enable the University move on with such investment to achieve its purpose and to avoid further legal impairment on the university's resources.
- II. More of BOT option should be explored by the universities especially in the construction of staff quarters and students' hostels.
- III. All BOT transactions must follow due diligence including referring to the ICRC.
- IV. There must be adequate technical and feasibility studies to guarantee returns to the university.
- V. Technical and financial evaluation of the BOT investors must be done to ensure capacity to perform.
- VI. The University should also investigate the possibilities of internal connivance in the entire transactions. This becomes necessary to avoid a repeat of actions that may impact negatively on the finances, stability, integrity and development of the University in the future.

Procurement system

Findings/Observations:

- I. The Panel found that the University arranges its procurement of goods and services under the provisions of the Public Procurement Act, 2007.
- II. The University has a procurement unit headed by a director who reports to the Vice-Chancellor.
- III. The University has a Procurement Planning Committee (PPC) whose chairman is the Vice-Chancellor.
- IV. There is a Tenders' Board under the Chairmanship of the Vice-Chancellor.
- V. The University has always applied the threshold as stipulated by the Act and as may be reviewed from time to time by the Bureau of Public Procurement (BPP).
- VI. Panel found that an omnibus project consultant was engaged for the projects in the University. This the Panel found may be offensive to the Public Procurement Act.

- VII. Panel observed that there exist three units under the Vice-Chancellor whose jurisdiction are related and overlap in the process of procurement, namely, the Physical Development Unit; the Works and Services Unit; and the Project Management Unit.

Recommendations:

- I. Panel recommends that for synergy and efficiency in procurement of projects, the three units should be merged and supervised by a director.
- II. The Appointment of the Project Consultant should be reviewed and ensure it is consistent with the provisions of Public Procurement Act on same.

Master Plan

Observations/Findings:

- I. Panel found from the Director of Physical Planning (DPP) that the last review of Master Plan was last done in 2006. This is more than 10 years' time allowed for Master Plan review.
- II. Document from DPP indicates that aside from the fact population has increased more than what was initially envisaged, development was not in accordance with laid down plan which makes the physical development inconsistent with Master Plan.
- III. The Panel observed that the University has initiated attempts towards the review of the Master Plan of the University in compliance with the Visitor's directives for a digital survey based on the report of the Visitation Panel (2004-2010).
- IV. The University constituted a Task Force in 2019 on Master Plan review and encroachment on the University land as a proactive step towards ensuring that: the University land is free from encroachment; and its development follows an organised pattern in line with the Master Plan.
- V. While interacting with the Vice-Chancellor and the Registrar, the Panel obtained information about the seeming untoward behaviour of some key staff of the Directorate of physical planning, constituting limitation to the progress of work on physical development in the University.

Recommendations:

- I. Panel recommends that the Master Plan of the University should be carried out urgently to guide the Physical development of the University in accordance with the National Universities Commission (NUC).
- II. The Panel recommends that the Physical Planning Directorate should be equipped and empowered to carry out a digital survey of the entire University land and update the master plan accordingly.
- III. Panel recommends appropriate sanctions in line with the procedure on staff discipline, to deal with matter of seeming unprofessionalism, dereliction of duty and sabotage on the part of some staff of the Directorate of physical planning, constituting cog in the wheel of progress of physical development of the University.

Capital Projects

Observations/Findings:

- I. The Panel inspected all capital projects as well as associated procurement procedures. The Panel observed that the capital projects carried out from 2016-2020 are funded from the following sources: FGN Capital grants, TETFund Intervention, Needs Assessment fund, Donations and Internally Generated Revenue.
- II. Panel found that significant number of projects were already completed and put to use.
- III. Panel observed that the quality control of few of the on-going projects need to comply with specifications as it was observed that some of the structural elements such as columns and beams were not well compacted. It was also found that some of the contractors were using varying qualities of blocks some of which failed the simple test of strength.
- IV. Panel did not observe any case of abandoned project on the University campus and none was brought to its notice, except the BOT staff housing projects which were not funded by the University.

Recommendations:

- I. The University should take steps to increase the efficiency in award and monitoring of capital projects.
- II. The panel recommends that the supervision of the ongoing projects should be more stringent to ensure the projects are delivered to specifications such that designed quality and functionality are not compromised.

Directorate of Physical Planning (DPP)

Observations

- I. The panel found that the DPP is not directly involved in construction projects owing to the establishment of a Project Management Unit in the Vice-chancellor's office to which two staff of the DPP have been seconded and made to report to the Vice Chancellor directly. This creates disconnect in project monitoring and accounting between DPP and the office of the Vice Chancellor. Whereas, this ought to be a key role of the DPP.
- II. Panel found that the Director and the few other staff of the DPP at present are qualified professionally. Most of whom are registered with the relevant professional bodies regulating their practices. The others are either not professionally registered or up to date with their professional development.
- III. The DPP at present is found to be understaffed and lacks coverage of the relevant professional disciplines to enable it carry out its responsibilities effectively.
- IV. In line with the above, professional staff such as Mechanical, Structural, Geotechnical engineering and Builders are lacking in the directorate.
- V. The DPP also lacks software in the area of Digital Geographical survey, Quantity Surveying, Architecture, Building/production as well as data management.
- VI. Panel observes that the main access road, Alabata road connecting the main campus of the University to Abeokuta Ibadan Road and which the students and staff commute daily is in deplorable and dangerous state. This is reported to be the cause of persistent traffic gridlock and ghastly motor accidents. Panel found this has been source of concerns to the students and staff and causes violent unrest many times. Same goes for the arterial road of Abeokuta-Ibadan motor way to which Alabata road leading to the University is connected.
- VII. Panel found that the deplorable state of the access road was noted by the former Minister of Agriculture and Rural Development Chief Audu Ogbe in 2017 and directed the University to write to him about it.

Recommendations:

- I. The DPP needs to be properly repositioned, adequately provided with staff and equipment and empowered to be able to perform according to its mandate.
- II. Panel recommends that staff of DPP be provided with technical equipment in the areas of AutoCAD draughtsmen, Estimators, Experienced Forensic and Surveying/field assistance.
- III. The panel strongly feels the pains of the daily commuters of the roads to the school and recommends that the Ministry of Works and Housing be directed to urgently fix the roads. This will create security, stability, peace and comfort to the entire University stakeholders.

Work and Service Department (WSD)

Observations/Findings:

- I. The Panel observed the following in the WSD:
- II. There is no direct line of communication between the DPP and WSD. The department is understaffed in terms of number and average of professional for the areas of specialization required for the full discharged of its duties. They are particularly lacking in building, maintenance and services.
- III. Lack of a central store for day-to-day maintenance needs to be stocked and be readily available when the need arises.

Recommendations:

- I. The University should bring under one directorate, the Physical Planning and the Works and Services department for synergy and greater efficiency.
- II. There should be co-ordination between the bursary and DPP on Capital Projects reporting.
- III. The University should enable the WSD adequate staff and equipment to perform optimally on maintenance in view of huge investment of government on capital projects funding.

TERM OF REFERENCE 5

To Examine the Adequacy of Staff and Staff Development Programmes in the University

Observations/Findings:

- I. From the data presented to the Panel, it was observed that the rate of student enrolment is not proportionate to the growth in the number of Academic staff.
- II. Panel observed that the TSRs by HC are more than the required ratio based on NUC's minimum benchmark in all the colleges in the University except in the COLVET where there is a TSR of 01:40 compared to the NUC's maximum required TSR of 01:06. Therefore, the number of Academic staff in all the colleges except COLVET can be said to be inadequate. Conversely, the number of Non-Academic staff is currently near adequate based on the NUC's ratio of one (1) Academic Staff to four (4) Non-Academic staff.
- III. A total of 94 members of staff have obtained Ph.Ds. in various relevant disciplines over the years in the period under review. The panel also found that a total of 468 representing 70.3% of the Academic staff are PhD holders as at 2020. It was also observed that some members of staff have been sponsored to obtain Masters Degrees in various disciplines relevant to their respective career development.
- IV. The panel found that there were a total of 140 Laboratory Technologists/Scientists and Assistant Technologist and 13 Laboratory Assistants in the University.
- V. The University has a very well-equipped Central Laboratory in the Centre of Excellence for Agricultural Development and Sustainable Environment (CEADESE) to support research activities of both staff and students.
- VI. Both Academic and Non-Academic staff members benefit from conference sponsorships as well as training grants to obtain higher degrees in local and international institutions. For example, within the period under review; a total of 107 staff benefitted from merged TETFund sponsorship to international and local conferences comprising 19 Academic and 88 Non-teaching staff.
- VII. The University also secured the approval of TETFund in 2020, to sponsor 13 staff for various M.Sc. degree programmes in Brazil 8 of which have commenced the training as at the time of this Presidential visitation exercise.
- VIII. Additionally, African Women in Agricultural Research and Development (AWARD) trained 200 (95 males and 105 females) staff including Academic and Non-teaching staff of the University within 6 months in the year 2019. The 200 staff were trained variously in the areas of mentoring programme, gender training, scientific writing and Publishing skills as well as self-Leadership through personal Branding and Assertiveness Course.

Recommendations:

- I. The Panel recommends that the University should make deliberate efforts to employ more Academic staff across the colleges in order to reduce the pressure associated with the rising number of students and maintain quality. To this end, the employment of non-Teaching staff should be done only in terms of special needs especially, Academic Technologists and Laboratory Scientists. Furthermore, the deployment of non-Teaching staff on ground should be done in such a manner as to avoid redundancy.
- II. The University should sustain its commendable efforts towards staff training and development. The opportunity for training to obtain higher degrees should however be extended to more non-teaching staff especially those who need such higher degrees for career progression such as those in the laboratories.
- III. The University should make deliberate efforts to employ more Academic Technologists and Laboratory Scientists and put in place a system of mentoring for them to avoid the danger of lack of succession at the retirement/exit of the existing ones. To this end, the University should henceforth encourage and secure the commitment of staff employed in this category to pursue a career in their various disciplines.

TERM OF REFERENCE 6

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, National Universities Commission (NUC) and the Federal Ministry of Education (FME)

The Visitor

Observations

6.1.3 The Panel observed that the Visitor to the Federal University of Agriculture, Abeokuta has consistently performed his statutory role of constituting visitation panels to oversee the activities of the University, the last being that of 2011 – 2015 period. Government's position, reflections and views on the recommendations of the Visitation panel have also been documented.

It is worthy of note that there has been no disciplinary matter requiring the intervention of the Visitor in the period under review except the ones highlighted in terms of reference 7 and 10.

Recommendation

Panel recommends that this process should be retained and strengthened, and visitation conducted every five years as laid down in the statutes.

Federal Ministry of Education

Findings/Observations:

- I. By the provision of the University (Miscellaneous Provision) (Amendment) Act 2003, the Federal Ministry of Education is represented on the Governing Council of the University which is charged with the general control and superintendence of the policy, finance and property of the University. Thus, the Federal Ministry of Education was fully involved in the running of the University in the Period under review.

- II. Panel found from available records that the University cooperated and rendered the needed assistance to the Federal Ministry of Education in conducting a monitoring exercise on the level of compliance with government extant laws, policies and directives as well as collecting necessary data aimed at ensuring effective governance and service delivery in the University during the period under review.

Recommendation

Council and Management of the University should continue to nurture and foster the existing cordial relationship with the Federal Ministry of Education.

Federal Ministry of Agriculture and Rural Development

Findings/Observations:

- I. Panel found from available records that there is a functional relationship between the Federal University of Agriculture, Abeokuta and the Federal Ministry of Agriculture and Rural Development.

- II. The University also participated in the regular meeting of the Ministry's National Council on Agriculture and Rural Development. The Ministry, through the Department of Veterinary and Pests Control Services, Abuja recently donated equipment and consumables to the Veterinary Teaching Hospital of the University, not only for effective diagnosis and treatment of animal diseases, but also to improve the training of clinical students for manpower development.

Recommendations

Council and Management of the University should continue to nurture and foster the existing relationship with the Federal Ministry of Agriculture and Rural Development through compliance with the policy on environmental and harnessing useful resources from the Ministry for agricultural development.

National Universities Commission (NUC)

Findings/Observations:

- I. The reports of 2011 – 2015 indicated that Federal University of Agriculture Abeokuta had a cordial official relationship with the National Universities Commission. For example, the University largely complied with guidelines on setting up of new programmes, submitted its programmes due for accreditation to the accreditation process and informed the Commission of some of its external linkages.

- II. Panel found that on the 13th December 2016, the Executive Secretary of NUC Prof. Abubakar A. Rasheed invited the Governing Council of FUNAAB to Abuja as an intervention step in the crisis that engulfed FUNAAB in 2016. At the meeting, a plan of action was put in place for the Council to implement towards resolving the crisis.

- III. Available records reveal that during the accreditation exercises carried out in 2019, all the academic programmes of the University received full accreditation except one programme with interim accreditation and two programmes with successful resource verifications.

Recommendations

- I. Council and management of the University should continue to foster cordial relationship with NUC at the institutional and personal levels in those areas where the mandates of the two institutions intersect.
- II. The University should take urgent steps to remedy all deficiencies identified by NUC in academic programme delivery.

- III. Senate should correct the lop-sidedness in enrolment in favour of part-time programmes by reducing part-time programme enrolment to not more than 25% of regular enrolment in no distant future.

Joint Admissions and Matriculation Board (JAMB)

Findings.

Federal University of Agriculture, Abeokuta submits itself to the regulatory function of JAMB, starting from the submission of its available courses and the requirements and the requirements to be fulfilled by candidates seeking admission courses in FUNAAB in its brochure, conducts the Matriculating Entrance Examination through UTME and forwards results of the lists of students who choose FUNAAB as their choices for processing. Using its internal mechanism, FUNAAB identified and chooses qualified students as well as submits the lists to JAMB for their processing leading to issuance of admission letters.

Recommendation

The University should continue to adhere strictly to the rules laid down by JAMB and liaise with the appropriate authorities such as National Universities Commission.

Office of the Accountant-General of the Federation (OAGF)

Findings

The University provided all the requested information to the Office of the Accountant-General of the Federation on financial activities of the University during the period under review. The University also rendered the needed cooperation to the Office of the Accountant-General of the Federation by facilitating a seamless conduct of Verification of Personnel Records and Biometric Data Capturing of Non-teaching Staff in the University which completed their enrolment into the Integrated Payroll and Personnel Information System (IPPIS) between November and December, 2019 for all Non-Teaching staff.

Recommendation

The cordial relationship existing between the University and the office of the Accountant-General of the Federation should be sustained for the greater benefit of the University.

National Salaries, Income and Wages Commission

Findings

There has always been a cordial relationship between the University and the National Salaries, Incomes and Wages Commission. The University received and complied with directives of the Commission regarding salaries of the University staff and sought clarifications from the Commission during the period under review. The University regularly hosts staff of the Commission who come on monitoring exercises regarding the compliance level of the University to extant regulations on payment of salaries and emoluments of staff.

Recommendation

The cordial relationship between the Commission and the University should be maintained.

Bureau of Public Procurement

Findings

Records have it that the University maintained a good relationship with the Bureau of Public Procurement and complied strictly with the Public Procurement Act 2007 in the award of contracts. The University sought necessary approvals and clarifications from the Bureau during the period under review. In compliance with Section 21 and Section 22 of the Public Procurement Act 2007, the University constituted Procurement Planning Committee and Tenders Board which met regularly to carry out their functions as specified in the Act. The University also sponsored the staff of the Procurement Unit to the training organized by the Bureau of Public Procurement during the period under review.

Recommendation

The existing good working relationship with the Bureau of public procurement should be sustained for the proper guidance of the University in the execution of projects and service delivery.

Tertiary Education Trust Fund (TETFund)

Findings

- I. Panel found that since the establishment of the Tertiary Education Trust Fund (TETFund) by the Federal Government of Nigeria to disburse, manage and monitor education tax to government-owned tertiary institutions in Nigeria, the Federal University of Agriculture, Abeokuta has maintained a good relationship with the Fund. This has ensured timely and seamless disbursement of Intervention Funds such as, TETFund Scholarship for Academic staff Intervention, Conference Attendance Intervention and Project Intervention. The University ensured that there was a proper

rendition on all transactions made by the University to the Fund in respect of the Interventions.

- II. Twenty-one ongoing TETFund projects are currently at various stages of completion at FUNAAB. The projects range from Departmental Buildings, 250-Seater capacity lecture theatres, mechanical and electrical installations and Laboratory furniture. Others include supply of Textbooks to the University Library in Engineering, Animal Science Journals, duplicating machine and Library equipment.
- III. Panel found from available records that the University always cooperated with the officials of the Fund to carry out its Routine Audit Verification Exercise on the TETFund Account of the University. This is part of the Fund's monitoring functions aimed at ensuring that the Intervention Funds have been judiciously applied and properly accounted for in accordance with the TETFund's guidelines and financial regulations of government.

Recommendation

Management should maintain the existing relationship and record with TETFund especially in terms of accessing funds provided by TETFund and the quality of the projects.

Auditor-General for the Federation

Findings

Available records show that the University has a cordial relationship with the Office of the Auditor-General for the Federation. The FUNAAB submits copies of its Financial Statements to the Office of the Auditor General for the Federation as required by law.

Recommendation

The existing cordial relationship between the University and the office for the Auditor General of the Federation should be sustained for the good of the Federal University of Agriculture Abeokuta.

The Community

Findings

- I. There is always a very cordial relationship between the University and the Community. The Centre for Community-Based Farming Scheme (COBFAS) was established by the University to coordinate the implementation of One-Year Farm Practical Programme for the Bachelor of Agriculture Degree candidates at the penultimate year of their programmes. The vision of the Centre is to produce highly skilled manpower that will drive the economy in the rural communities in Nigeria through agriculture for sustainable development and food security.
- II. The University started-off COBFAS in four (4) communities across Ogun State in 2011. The communities are: Isaga-Orile in Egba Zone, Odogbolu in Ijebu Area, Ode-Lemo in

Remo Division and Iwoye-Ketu in Yewa end of Ogun State. It is in the wisdom of the University that the students should have a first-hand training and experience in communities where Nigerian farmers reside and practice farming within the same socio-economic system where the farmers operate. This affords the student-trainees the opportunity to live and work on the farms in rural communities. The University also established the Agricultural Media Resources and Extension Centre (AMREC) to implement the University extension mandate in various communities across the south-west of Nigeria. As the extension arm of the University, the Centre is saddled with the responsibility of fulfilling the extension mandate of the University for an Effective Agricultural Development of a nation and improvement in farmers' productivity.

- III. In a bid to carry out effective extension services which is one of its tripodal mandate, the University established a Radio Station, not only to enhance transmission and dissemination of the concerns, interests and activities of the academic environment to a large heterogeneous audience, but also to pass on the knowledge gained to its adjoining farming communities which spread across various locations in Ogun State, and even some part of the neighboring states. Essentially, FUNAAB Radio is patterned as a community Radio, which means Radio for advancing community development by producing media content and programmes on themes that advance the development of the communities in Ogun State. During the COVID-19 pandemic outbreak in the year 2020, the University distributed food items and other products produced by the University as palliatives to the communities and groups as a Corporate Social Responsibility to the societies.
- IV. The University always maintains a cordial relationship with the Traditional Rulers, Security Agencies and Corporate Organizations in the State.

Recommendation

Panel recommends that the existing cordial working relationship between the University and its neighbouring communities should be maintained. It should however be ensured that early warning signals are watched out for to avoid sudden breakdown of relationship.

Security Agencies

- I. Security in the University not only helps to create a conducive environment for the students to learn but also ensures the staff and the entire University Community exist in peace.
- II. The FUNAAB currently has harmonious relationships with the Nigerian Police, the DSS, and NDLEA for the purpose of sustainable security in and around the University environment.
- III. The Security agencies have at all times assisted towards ensuring security in the University Campuses, quelling riots, fighting cultism, cyber-crime and land encroachment.

Recommendation

The Vice Chancellor through the Chief Security Officer of the University should continue to strengthen the relationship with the Security Agencies in order to mitigate any security challenges that may arise at any time.

TERM OF REFERENCE 7

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.

The Internal Organs of the University

The Governing Council

Findings

- I. The two Governing Councils within the 2016-2020 period under review headed by Senator Adeyeye Ogunlewe (2013-2017) and Dr Aboki Zhawa (2017-2021) were properly constituted according to the Universities (Miscellaneous Provisions) (Amendment) Act 2003 otherwise called the Universities Autonomy Act No.1, 2007).
- II. The internal crises that rocked the Federal University of Agriculture, Abeokuta in 2016, led to the resignation of Senator Adeseye Ogunlewe in November 2016. The intervention of the Hon. Minister of Education, through the Executive Secretary, National Universities Commission, Prof. Abubakar Adamu Rasheed, addressed the lacuna created by the resignation of the Chairman of Council. The Dr. (Barr.) Aboki Zhawa led - Governing Council worked hard and successfully in restoring peace and recovery in the University.

The Senate

Findings

- I. The Senate of the Federal University of Agriculture, Abeokuta discharged its responsibilities efficiently with respect to the regularity of meetings and quality of decisions taken. Senate made provision for the establishment of new Colleges, Programmes, etc.
- II. The composition of Congregation has been spelt out in Section 4 of the Second Schedule of the University Act. Section 4(6) further states that "Congregation shall be entitled to express by resolution or otherwise its opinion on all matters affecting the interest and welfare of the University and shall have such other functions in addition to the function of electing a member of the Council as may be provided by statute and regulations".

The Congregation and Convocation

Finding

Congregation and Convocation are duly represented in the FUNAAB Governing Council and they have continued to contribute to the decision-making process and development of the University.

Committee System

Finding

The Committee system is in full practice at the Federal University of Agriculture, Abeokuta at the Departmental, College, Senate and Governing Council levels. These Committees at these various levels have contributed immensely to the growth and development of the University.

Principal Officers

The Vice-Chancellor

It is pertinent to note that the image and the fulfilment of the goals establishing a University are dependent on the extent to which the policy direction and administration of the University are conducted. This in turn is dependent on the day to day running of the University, which falls squarely on the shoulders of the Vice-Chancellor and the Management Team. The Vice-Chancellor shall have the general function in addition to any other functions conferred on him by the Law/Act, of directing the activities of the University and shall to the exclusion of any other person or authority, be the Chief Executive and Chief Academic Officer of the University and ex-officio Chairman of the Senate.

The Vice-Chancellor has the responsibility of:

- (i) Ensuring that the objects of the University and the approved decisions and projects of Council and Senate for the development of institution are carried out;
- (ii) Sustaining the tradition and best practices of the University;
- (iii) Encouraging public-private-partnership with reputable and willing private sector operators;
- (iv) Sourcing for funds to supplement budget allocation.

Findings.

Two Vice-Chancellors were covered within this period (2016-2020) of the Visitation exercise. Prof. Olusola B. Oyewole (from 24th May, 2012 to 23rd May, 2017) and Prof. Felix K. Salako who was appointed with effect from (1st November 2017 to 31st October, 2022). In between them was an Acting Vice-Chancellor, Prof. Ololade A. Enikuomehin appointed by the Governing Council from 24th May, 2017 to 31st October 2017).

Prof. Olusola B. Oyewole (1st January, 2016 - 24th May, 2017)

The Vice-Chancellor produced the 2014-2020 Strategic Plan Document, encapsulating the vision and mission statements for academic and physical development.

Efforts were made on his part and the management to consolidate the structures (Directorate and Centres) put in place by previous administrations to enable them achieve their objectives in the development of University. Prof. Oyewole built some partnerships with organisations through the corporate social Responsibility Initiatives – with the Private Sector. A number of building projects were undertaken to increase space for lectures, teaching and research.

In this last year of his tenure as Vice-Chancellor, the University was riddled with internal crises involving the then Bursar, Mr Moses Ilesanmi, the Chairman of Council, Senator Adeseye Ogunlewe and the Vice-Chancellor. The poor handling of the issues at stake by the parties involved led to the escalation and externalisation of the situation which caused a huge damage and loss to the University. The major causality of the 2016 crises was that FUNAAB lost its multimillion dollar World Bank Project status as the African Centre of Excellence in Agricultural Development and Sustainable Environment (CEADESE).

Prof. Ololade A. Enikuomehin

He acted as Vice-Chancellor for about six months and worked in collaboration with the Governing Council to restore peace to the University.

Prof. Felix K. Salako:

The Vice-Chancellor, Prof. Felix K. Salako served as Deputy Vice-Chancellor (Development) to Prof. O.O. Balogun and Prof. O.B. Oyewole.

He has so far displayed his grasp of the University Law and existing Regulations in administering of the University and in his relationship with the Governing Council and Senate, Congregation and Convocation. He has so far discharged his responsibilities and the functions of his office through the aggressive development of infrastructure for teaching, research and community service (Extension Services).

The Deputy Vice-Chancellor

Findings:

From the records made available to the Panel, the DVCs performed well under the Vice-Chancellors they worked with. One of them was appointed Acting Vice-Chancellor in the time of crisis in 2016 and he held the fort successfully.

Other Principal Officers

Findings

The Principal Officers (Registrar, Bursar and the University Librarian) who served within the period of this assessment were duly appointed and through the offices they occupied, they carried out their responsibilities in line with the University Act establishing those offices.

Recommendation

The University Governing Council should continue to ensure compliance with the due process in the appointment of Principal Officers and empower them to perform maximally in the discharge of their responsibilities.

Relationship between the Various Internal Organs in the University and the Ways the Law Has Been Observed by Competent Authorities (2016-2020)

Governing Council Actions

Findings/ Observation.

- (i) At the 86th Meeting of the Governing Council held on the 17th March 2016. Council approved the incorporation of the Report of the Committee on the Review of the Existing Guidelines for Academic Staff Promotion into the new Rules and Regulations for senior staff.
- (ii) The Panel noted that FUNAAB Council approved the establishment the FUNAAB Draft Policy on Research presented by Senate. The Policy provides guidelines for research activities that would ensure excellence and integrity in the conduct of research and implementation of projects. Council in approving Senate request noted that the "Policy would strengthen research and scholarship by staff and students in all areas that would benefit the society at the local, national and global levels with FUNAAB'S Vision to be a centre of excellence in knowledge generation for global development and sustenance of an environmentally friendly society". Council equally approved that the University should establish and operate a University Research Fund for the Research Policy. Panel further observed that this step on the part of Council working in synergy with senate is supported by the provisions of University Act.
- (iii) Revocation of Interdiction of Prof. O. B. Oyewole:
 - (a) The Panel observed that the 2016 crises in FUNAAB led to the interdiction of the immediate past Vice- Chancellor Prof. O. B. Oyewole based on his arraignment in the Ogun State High Court by the EFCC.
 - (b) Following the judgement delivered in May 2018 in which Prof. Oyewole was discharged and acquitted of all the charges levelled against him by the EFCC, Prof. Oyewole requested the Governing Council to revoke the interdiction.
 - (c) Council considered the request and lifted the interdiction based on Sections (10) of the University Rules and Regulation which states that:

Where an employee under interdiction is found not guilty of all the charges, he shall be re- instated and shall receive the balance of his salary for the whole period of his interdiction. Council may however review the circumstances of the case with a view to determining the desirability of the continuation in the service of the University, otherwise, his appointment may be terminated forthwith.

The Panel further observes that by this action on the part of Council, it has observed the law as a competent authority in the governance of FUNAAB.

Recommendation

The University Management should take another look at the cases in court involving the University and aggrieved persons or groups and advise Council accordingly where the need arises

The NUC Intervention in FUNAAB:

The Visitation Panel observed the following;

Following the crises in the Federal University of Agriculture, Abeokuta in 2016 which led to the resignation of the Chairman of the Council, Senator Adeseye K. Ogunlewe, the Executive Secretary held a meeting with the Governing Council members on the 13th December 2016.

The Executive Secretary, Prof. Abubakar A. Rasheed identified the immediate causes of the crises to include:

- (i) The action of the former Bursar of the University, Mr. M. O Ilesanmi, whose request for one year extension was turned down by the Governing Council, and in his reaction, he used his influence and knowledge to hold the University to ransom.
- (ii) The allegation of Overbearing and High Handedness by the Pro-Chancellor, Senator Adeseye K. Ogunlewe.
- (iii) Allegation of high handedness of the Vice-Chancellor, Prof. O. B. Oyewole who terminated the appointment of the supposed whistle blowers, which timing was not appropriate.
- (iv) Politics of succession.
- (v) The petition to EFCC on a corruption against the Pro-Chancellor, the Vice-Chancellor and the Bursar, leading to a High Court case in Abeokuta and the resignation of the Pro-Chancellor.

The University was advised to constitute a 15- man panel to investigate the remote and immediate causes of the problems of the University, with specific terms of reference. The Report was to be submitted to the Visitation panel.

RECOMMENDATION

The Panel commends the NUC for the prompt steps taken to arrest the situation.

Transfer of Universities of Agriculture from the Federal Ministry of Education to the Federal Ministry of Agricultural and Rural Development:

Finding

From the information available the Panel observed that at the 95th Meeting of the Governing Council held on 8th July 2017, the letter from the Honourable Minister of Agriculture and Rural Development on the formal notice of transfer of the Agricultural Universities from the Federal Ministry of Education to Federal Ministry of Agriculture and Rural Development was received. The transfer was as a result of the President's (Visitor's) approval for immediate implementation of the new policy.

Recommendation

The Panel expects FUNAAB and other Universities of Agriculture to follow up with all other Stakeholders in executing the Visitor's directives in all its ramifications.

Staff Discipline

Observations/Findings

Panel observed the following:

- (i) Sections 17 & 18 of the University's Act have provisions for the procedure for staff discipline. While Section 17 of the Act deals with removal and discipline of academic, administrative and professional staff, section 18 provides procedures for staff discipline.
- (ii) The power to exercise disciplinary control over staff members is vested on University Council and the Vice Chancellor.
- (iii) In consonance with the Act, the University also has approved documents of rules and regulations for both the senior and junior staff.
- (iv) In many respects, the provisions of the Rules and Regulations also serve as a Code of Conduct for staff.
- (v) Broad principles of Personnel Policy for the University are outlined for the guidance of the University Management and staff.
- (vi) Concrete aspects of personnel policy dealt with by the Rules and Regulations include appointment, promotions, leave passages, staff discipline, loans advances and allowances, retirement in line with Pension Reform Act and Group Life Insurance Benefits in the University.
- (vii) Staff discipline covers misconduct, disciplinary actions; interdiction; removal from office or dismissal from office; discipline of principal officers, except the Vice Chancellor; compulsory retirement, guidelines on termination of appointment;

procedure for disciplinary action; compulsory retirement; resignation of appointment and right of appeal.

Recommendation

The provisions of sections 17 and 18 of the Act and the Rules and Regulations for both the senior and junior staff respectively are sufficient in the present circumstance of the University and should be sustained for the proper running and governance of the University.

TERM OF REFERENCE 8

To Trace the Historical Evolution of the University and take stock of its net achievements and problems as well as its style and direction.

Administration and Management of the University from inception to 2020.

The Chancellors

His Royal Highness, Alhaji Kabir Umar, the Emir of Katagum in Bauchi State was appointed as first Chancellor in 1989. He served until 2001. Next was His Royal Highness, Oba Adeyinka Oyekan, the Oba of Lagos (now late). He served from 2001 to 2003. His Royal Majesty, Obi (Prof.) Joseph Chike Edozien, the Asagba of Asaba in Delta State, served as Chancellor from 2004 to 2015. The current Chancellor is His Royal Eminence Ediden Ekpo Okon, Abasi Otu V. He was appointed in 2015.

The Governing Council

The first Council was constituted on May 18 1989 under the Chairmanship of Alhaji Muhammadu Jega, former Head of Service and Secretary to the Sokoto State Government. On September 1, 1990 the Council was reconstituted with Alhaji Muhammadu Jega retained as Chairman. The second Governing Council was constituted in 2000 for five years, with Sanni Bagiwa Idris as Chairman. The third Council came on board in 2005 and was dissolved in November, 2007 by the Federal Government, Elder Brigadier (Rtd.) Bassey Asuquo, a one-time Military Administrator of Kogi and Delta States respectively, was the Chairman. The fourth Council was constituted in January 2009 with Mr. Raphael Oluwole Osayemi as the Chairman, later replaced with Chief Olakunle Ayinde Osayemi. The next Council was constituted in April 2013 with Senator Sir. Adeseye Ogunlewe as Chairman, who resigned his appointment in November 2016 because of the crisis in the University. Dr. Aboki Zhawa was appointed Pro-Chancellor in May 2017 and completed his tenure in May 2021.

Vice-Chancellors

FUNAAB had six Vice-Chancellors in both acting and substantive positions from inception till 2015.

Observations:

- I. The Visitation Panel through the written information gathered from the various memoranda submitted, and oral interviews conducted, observed that there was a major crisis in 2016 involving some principal officers of the University with the partisan involvement of some of the Staff Unions. The chairman of Council, Senator Adeseye Ogunlewe, Vice-Chancellor, Prof. O.B. Oyewole and Bursar, Mr. Moses Ilesanmi were directly affected.
- II. The crises adversely affected the University. The Chairman of Council resigned his appointment in November 2016.

- III. The appointment of a new Pro-Chancellor, Dr. Aboki Zhawa and Vice-Chancellor, Prof. Felix K. Salako in May and November 2017 respectively, paved the way for the restoration of peace and progress in the University. The University has largely recovered from the crises.

Recommendation

University administrations at every level should be proactive in the management of crises and avoid any form of partnership from any person or group of persons, to avoid the escalation of the problem.

Growth and Development of Academic Programmes in the University

The Federal University of Agriculture, Abeokuta operates a collegiate system in the operation of its academic activities. The University started with five Colleges in October 1988 and has grown to ten Colleges during the period under review. Details of the Colleges established are in the main report.

8.4 Student Enrolment

Students' enrolment for the three modes of study clearly indicated a relative stability in students' population, and captures for this period, a stabilised admission policy in line with the facilities and personnel available for teaching and research. It also reflects the determination on the part of the University to comply with the JAMB-approved admission quota for the various programmes in the in the University.

8.5 Staff Population

The total staff population with the staff disposition is presented. For the academic staff, the staff mix ratio by rank was 38:23:39 for the professorial: senior lectureship: other academic staff, ratio. The top-heavy picture is a reflection of the growing strength and maturity of the thirty-two-year-old University, and the academic productivity of the staff based on research, publication, and community service. The ratio of non-academic to academic staff ratio was 2.88:1.

Observations

- I. The Panel observed the orderly growth of the University with respect to the student population and expects the University Management to sustain the trend.
- II. Student enrolment and total staff strength (including the academic staff ratio by rank in the 2016-2020 period increased proportionately over the information gathered in the 2011-2015 period of the Visitation exercise, giving a clear direction of a planned development and growth of the University.

Recommendations:

- (i) Panel recommends the continued step-up of the funding of the Federal University of Agriculture, Abeokuta by the statutory funding bodies to enable her continue to fulfil its mandate.

- (ii) The University Management should continue to sustain the regulated growth of students' enrolment in line with the available facilities, personnel and the carrying capacity of the programmes as specified by the NUC.
- (iii) Academic staff recruitment and promotion to the senior lectureship rank should be considered by the University management, to bridge the gap for that cadre of academic staff.

8.6 Evolution of Academic and Non-Academic Supporting Units

The 'Nimbe Adedípe Library

Observations/Findings:

The panel observed the following about the University Library:

- (i) The Panel observed that unlike in the 2011-2015 period of review, when the sitting capacity was inadequate the University had embarked on a project of increased sitting capacity for readers. When the new Library Annex is put to full use, the University Library will conveniently accommodate 1700 readers.
- (ii) The current efforts of the use of electronic and multimedia resources expanding readings and increasing space is expected to relieve the pressure on the University Library.
- (iii) In 2018, the Library commenced the online registration for its users, such that students did not need to get to the Library before registering. Within this period of review, the Panel observed that the University, under the TETFund library intervention grant, acquired some digital equipment such as the bookeye professional scanners to digitise our local contents and make them international.

Recommendation

Other Supporting Units

The University should continue to sustain the tempo of development and the expansion in the volumes of current books and journals.

Details of the growth and development of the supporting units have been presented and elaborated in the main report.

8.7 Research Activities in the University

The history surrounding the establishment of the Federal University of Agriculture, Abeokuta by way of its objectives is strongly attached to research. Barely two years after the take-off of the University was (RES DEC) established in April 1990 and on 3rd December 2009, it evolved into the Institute of Food Security Environmental Research (IFSERAR).

The Mandate, Mission and Vision of IFSERAR have been so carefully packaged to address food security challenges in Nigeria. IFSERAR operates through eight research programmes which at the same status with academic Departments in Colleges. These are:

- i. Agriculture Mechanization and Energy Research Programme (AMERD).
- ii. Agriculture and Fisheries Research Programme (RSRP).
- iii. Bioscience Research Programme (NSRP).
- iv. Crop Production Research programme (CRP).
- v. Environmental Resources and Conservation Research Programme (ERCRP).
- vi. Food and Nutrition Research Programme (FNRP).
- vii. Food Security and Socio-Economic Research Programme (FSSRP).
- viii. Livestock Production Research Programme (LPRD).

From inception to date the Institute has made substantial progress in its mandates by developing and implementing innovative research activities within and outside the University as well as collaborations.

These include but not limited to the following:

- (i) Developing of new crop varieties.
- (ii) Establishment of strict Nature Reserve.
- (iii) Production and sales of improved cocoa and oil palm seedlings.
- (iv) Production and sales of honey and edible mushroom.
- (v) Acquisition, adaptation, multiplication of Kalahari Red Goats
- (vi) Development of KALAWUD (Kalahari West African Dwarf) goat Breed.
- (vii) Multiplication of improved cassava variety TME 419.
- (viii) Collaborations with IITA, NOTAB, NURESDEF, ARCN etc.
- (ix) Improvement and multiplication of Muturu breed of cattle.
- (x) Processing\Value addition activities.
- (xi) Tracking of food and agro-input price fluctuations in Ogun State.

Activities from the Institute of Food Security, Environmental Resources and Agricultural Research (IFSERAR):

In continuation of the execution of its mandate, the Environmental Resources and Conservation Research Programme under the Institute listed and undertook the following activities in the 2016-2020 period.

2016:

- (i) Site-specific crop management and associated economic/ environment benefits (precision farming project).
- (ii) Production of biogas and liquid organic fertilizer from crop residues and farm wastes.
- (iii) Yield and qualities of edible mushroom produced from 3 substrates.
- (iv) Training of farmers in edible mushroom production.
- (v) Training of farmers in mono-culture honey.

- (vi) Domestication of selected endangered wildlife.
- (vii) Off season farming as an assessment of farmers irrigated technologies need.

2017:

- (i) Performance evaluation of locally fabricated screen house in a climate smart farming system.
- (ii) Alternative off-grid energy supply from a zero-fuel electricity generator.

2018:

Site-specific crop management and associated economic/environment benefits (precision farming project).

2019:

Development of automated facility management in a Geographical Information System (GIS) for the Federal University of Agriculture, Abeokuta.

2020:

- (i) Development of Early Warning systems for Farmers' preparedness against the impact of climate change in South-West Nigeria (TETFund NRF Project).
- (ii) Climate Information Service and establishment of Climate-smart villages in six states in South-West Nigeria).

Recommendations:

In the light of the significant role played by the institute of Food Security, Environmental Resources and Agricultural Research (IFSERAR), the Panel recommends:

- I. The inclusion of IFSERAR as one of the Institutions under the Agricultural Research Council of Nigeria (ARCN).
- II. Through the Office of the Vice-Chancellor, IFSERAR should be involved in National Agricultural Programme of the Federal ministry of Agriculture and Rural Development.
- III. The University should follow up on efforts made to sign Technical Cooperation between IFSERAR and the National Agricultural research institutes (NARIs).

Some Achievements of the university in the 2016 – 2020 period:

- (i) Certificate of Registration of the first Improved Local chicken breed braded FUNAAB ALPHA by the National Centre for Genetic Resources and Biotechnology (NACGRAB) – August 2018.

- (ii) First Public University in Nigeria to obtain International Accreditation for some of its programmes through her Centre of Excellence in Agricultural Development and Sustainable Environment (CEADESE) – 2019.
- (iii) A graduate of the Department of electrical Engineering emerged as the Best Engineering Graduate among his peers from other Nigerian universities as recognized by the COREN Assembly – August 22, 2019.
- (iv) (2016) Partnership with the International Institute of Tropical Agriculture (IITA) as National agricultural research Partner for South West for the development of African Cassava Agronomy Initiative (ACAI) for up till 2021. The Team was led by Prof. F.K. Salako.

Central Laboratory and Biotechnology Centre

The history of the establishment and activities carried out by the centre have been presented in the main report.

Activities and Achievements of the Centre (2016-2020)

- (i) Training workshop sponsored by International Centre for Genetic Engineering (ICGEB) Italy. Theme: Application molecular techniques in the study of bacteria associated with crops – May 4-7, 2018.
- (ii) Capacity building workshop sponsored by the Society for applied Microbiology, U.K. Theme: Developing an impactful research career – October 18-19, 2018.
- (iii) Training on mycotoxin analysis hands on training mycotoxin analysis – April 2-4, 2019.
- (iv) Activities in the chemical instrumentation laboratory (AAS):
 - (a) Training of final year students on instrumentation in the College of Agriculture Discipline.
- (v) The Centre conducted training on bioinformatics in conjunction with the Information and Communication Technology Research Centre (ICTREC) – May and September, 2019.
- (vi) hands-on training in molecular biology for postgraduate students – November 26-28, 2019.
- (vii) COVID-19 ERA: Production of hand sanitizers.

The Centre, based on the mandate of the University formulated and produced FUNAAB hand sanitizers. A total of 411 litres of non-gel alcohol-based hand sanitizer in March, May and June 2020.

Revenue Generation from the Centre (2016-2020):

The Panel further observed that between April 2016 and January 2020, the biotechnology Centre generated ₦1.7 million from the laboratory services provided including distilled water production and sale, DNA extraction, proximate chemical analysis, elemental analysis, etc.

Recommendations

With the quality of equipment for analyses and services provided at the Centre, the Panel recommends as follows:

- (i) Wider publicity of the activities and services of the Centre to the relevant industries and neighbouring Institutions for patronage.
- (ii) More funding to the Centre to procure the items and consumables needed for a large-scale production of the hand sanitizer taking advantage of the present COND-19 era.

Centre of Excellence in Agricultural Development and Sustainable Environment (CEADESE):

Establishment of CEADESE

Findings:

During the 2016 internal crisis in FUNAAB, the University lost its status as African Centre of Excellence in Agricultural Development and Sustainable Environment (CEADESE).

The Vice-Chancellor's Role in the damage Control and Repositioning of CEADESE:

When the current Vice-Chancellor, Prof. F.K. Salako came onboard in 2017, the penalty was already announced but not yet executed. All attempts to reverse it was not successful. At that time, FUNAAB was left with no other option than to max out the remaining Disbursement-linked indicators and achieve the outstanding milestones with the remaining balance of grants or risk losing everything at the end of the project, which was then barely 2 years to closing. Hence in 2018, the University Management appointed a new Director with the permission of NUC and AAU, and embarked on an aggressive damage control moves. Details are presented in the main report.

Recommendation

The Director of the Centre, Prof. O.D. Akinyemi, so ably supported by the Vice-Chancellor, Prof. F.K. Salako, should intensify the three-way strategy of the aggressive PG student's recruitment, commercializing the analytical services and searching for more international grants.

Challenges

- I. In the course of the University's existence and continued march to greater heights, some surmountable challenges have been encountered from within the system. In a few recurring instances, the Governing Council had to appoint Acting Vice-chancellor because of the rancour that kept resurfacing in the process of appointing new Vice-Chancellor.
- II. The role of the staff Unions in the last few years have tended to set back the University by impeding its pace of development.

Recommendation

Governing Councils and the University Management should strive to create a harmonious and conducive environment for continued strides in teaching, research and extension services in order to consolidate on the current achievements.

TERM OF REFERENCE 9

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

FINDINGS/OBSERVATIONS

From the review of documents and interactions with the relevant stakeholders, the security situation in FUNAAB can be grouped into **general** and **specific** security challenges. The general security challenges refer to the security situations occasioned by the interaction between the University and the neighbouring communities whereas, the specific security challenges refer to the security situations given rise to by the interactions within the University campuses. The panel also observed that the University has some operational systems of securing its campuses. Finally, the panel highlighted some of the key security issues experienced within the period under review before making recommendations.

RECOMMENDATIONS

In the light of the foregoing, the panel hereby makes the following recommendations:

1. The University should acquire of more modern security gadgets to support the performance of the Environmental Unit.
2. The security Unit needs more Patrol Vehicles to patrol the vast areas of land in the University.
3. The Unit also needs a Fire Truck with appropriate fire equipment, as more buildings are springing up on campus. The acquisition of Fire Truck will assist the Unit in securing the campus against fire incidents.
4. The University should reclaim all its land and fence it or clearly demarcate it with boundaries to ward off further encroachment.
5. The introduction of security awareness courses into the curriculum of general studies should be encouraged as this will enhance the security consciousness among students.
6. Members of staff should be made to understand that they are first employees of the University before they become Union members hence, they should desist from allowing and using their Union's internal issues to disrupt law and order in the University.

7. The Governing Council and Management should take the issue of Union restiveness more seriously and devise ways of promptly nibbling their agitations in the bud, so as to ensure/guarantee a peaceful environment for its activities.
8. Finally, the Panel recommends that the prevailing atmosphere of peace and stability being enjoyed in the University be sustained and improved upon to ensure continued protection of the University's environment.

TERM OF REFERENCE 10

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

Findings/Observations

- I. The University has enjoyed relative peace over the years. The cases of discipline were handled by Student Disciplinary Committee (SDC). The University calendar which is given to every student of the University, articulates penalties for various offences. Some of these include: examination misconduct, unruly behaviour, misconducts in the hostel; university library, involving University property, environmental issues, others are failure to recite and sign the matriculation oath case of double matriculation.
- II. Panel found that the Students' Disciplinary Committee (SDC) of the FUNAAB is a Senate Committee of the University chaired by the DVC(Acad.). It has representatives from across the Colleges, Departments and Units in the University. This is in line with Section 9(1) of the Federal Universities of Agriculture Act.
- III. The Panel observed that during the period under review (2016-2020), the total number of students' disciplinary cases was 76. Out of the total, 59 or 77.6% cases were examination misconduct related. All the cases attracted various sanctions as consequences and none was exonerated. There were 17 cases processed for discipline on other offences and the entire number of students involved were punished according to the laws of the University.

The implication of this scenario is that:

- (i) Being a youth-populated academic environment examination misconduct is a major challenge the University deals with.
- (ii) The University has no tolerance for misconduct in examinations.

Recommendations:

- (i) The practice of giving copies of the University calendar which contains among other information, penalties for various offences is commendable. Panel recommends that this be sustained.
- (ii) Building of more hostels in the University with recreational centres to accommodate more students.
- (iii) Leadership training for associations.
- (iv) Respect for rules and regulations should be stressed.
- (v) Linking student association with professional bodies/associations. This will ensure that the students role models/mentors to emulate.
- (vi) Provision of adequate security and solar light in and around the hostels and environs.
- (vii) Consistent re-orientation of students on the rules and regulations of the University

CHAPTER 13

MEMORANDA RECEIVED

SUBMISSION BY OBA ADEDOTUN GBADEBO, CFR, THE ALAKE AND PARAMOUNT RULER OF EGBALAND

Findings/Observations:

The Panel's findings from His Royal Majesty's submission are as follows:

- I. The current Government's policy directive that Federal Universities of Agriculture should focus only on their core mandate of Agriculture as being at variance with the Statutory mandate for these specialised Universities (Universities of Agriculture Act No 48 of 1992, Cap F22, Section 3(b)).
- II. "That this policy of Government will surely continue to deny the teeming population of this country access to their desired discipline with its attendant negative consequences to the nation"
- III. That at the 2011 convocation ceremony of the FUNAAB, the then Minister of Education, representing the then Visitor directed "all specialised Universities to widen their scopes and expand the programmes they offer".
- IV. "That with the currently available human and material resources at the disposal of FUNAAB... it was expedient for the Federal Government to transform FUNAAB to a full-fledged conventional University...".

Recommendations:

The Visitation Panel based on its knowledge, assessment and analysis of the physical facilities and human resources available in FUNAAB for the existing programmes aligns with the Federal Government's current policy directive that Federal Universities of Agriculture should focus on their mandate. The Panel recommends increased funding to the University to expand its exploitation and utilisation of the vast land mass available for intensive and large-scale food production and processing and consequently create the much-needed impact of the FUNAAB in Ogun state and Nigeria at large.

MEMO FROM THE AGURA OF GBAGURA LAND HRH OBA SABUREE BABAJIDE BAKRE

Findings/Observations:

The Panel's findings are as follows:

- I. The Federal University of Agriculture Abeokuta is situated on Gbagura Land – one of the host communities of FUNAAB.
- II. The head of the Gbagura Community is pleased with the Management of FUNAAB for the long-standing symbiotic relationship existing between them. The areas of the University's intervention in the community include:
 - a. Offer of employment to qualified sons and daughters of the community.
 - b. Consolidation of the relationship with the Gbagura Community by the current Vice – Chancellor, Prof. F. K. Salako.

- c. Offer of appointment to qualified indigenes of Gbagura.
- d. Offer of admission to qualified candidates of Gbagura Land.
- e. Promise of provision of additional land should the University be in need of it.

Recommendation

The Panel recommends that the University Management should sustain the cordial relationship and line of communication with the Agura of Gbagura Community for the continued development of the University. This cordiality should also form part of the handover notes to successive Vice-Chancellors and Governing Councils.

Mrs. Adeola Esther George

Mrs. George wrote a memorandum to the Panel in which she alleged a case of "injustice and unjust termination of appointment". The Panel reviewed her submission, interacted with the University Bursar and Mrs. George separately.

Recommendations.

- i It is recommended that the university settles with Dr. Oladele Ososanya out of court to avoid further cost of legal services for as long as the case lasts.
- ii The University should be more diligent in the process of engagement of new employees. The Report of the University's Legal Officer on the case was cited and reviewed by the Panel.

SUBMISSION BY THE ACADEMIC STAFF UNION OF UNIVERSITIES (ASUU)

Findings/Observations:

ASUU made the following observations:

- I. The Union complained about non-payment of promotion arrears to members whose promotion were delayed by the process of promotion especially those promoted to the professorial cadre. The union is requesting that the arrears should be paid using IGR before Government reimburses the University since it has been the practice as the current administration has received the reimbursement of 5 years arrears of promotion paid by previous administration using IGR.
- II. ASUU also claimed that some non-academic staff have been fraudulently promoted within the period under review and demands such to be investigated.
- III. ASUU also raised several issues including harassment and assault of staff, unilateral appointment of Senate representatives on the Staff Disciplinary Committee, cases of sexual harassment, irregular and paltry payment of allowances to frontline Officers, illegal deduction of pension, Academic affairs, erosion of the statutory function of the Physical Planning Unit and municipal and social services. The Union provided support for some of their claims. The Panel investigated these by interacting with relevant stakeholders and requesting a written response on all from the Vice-Chancellor.
- IV. The Union also complained about the fact that its members are still being victimised through the withholding of or incomplete payment of their salaries through IPPIS. The Union also argued that the forceful use of IPPIS to pay salaries of its members has brought a lot of hardships to the Union and its members therefore it requests the

Visitor to direct the expeditious implementation of the University Transparency and Accountability Solution (UTAS).

Recommendations:

- I. Although the Vice-Chancellor has responded to most of the issues raised, the Panel recommends that the University administration should engage meaningfully with the Union in order to address/clear the unaddressed issues of concern to avoid industrial disharmony.
- II. Relevant Government agencies should look into the plight of the Academic staff with respect to their salaries being withheld or not paid in full.

SUBMISSION BY THE NATIONAL ASSOCIATION OF ACADEMIC TECHNOLOGISTS (NAAT)

Findings/Observations

- I. NAAT through the branch Chairman, Comrade Olumide Oluremi Joseph presented a memo to the Panel on 28th April 2021. The Panel observed the issues raised by NAAT as follows:
- II. Usurpation of the duty of Technologists by the engagement of Demonstrators.
- III. Non-implementation of occupational Hazzard Allowance to Academic Technologists in FUNAAB before they joined IPPIS.
- IV. Quality of the present Council Vis-à-vis efforts at hijacking Council by ASUU.
- V. Marginalisation of Academic Technologists/Scientists in sponsorship for higher qualifications.
- VI. The Panel scheduled an interactive meeting with NAAT FUNAAB branch leadership clarifications on the issues they raised in their memo. The Vice-Chancellor was also asked to respond to the issues raised by NAAT. The Vice-Chancellor's response particularly convinced the Panel that the Duty of NAAT members is not being usurped by Demonstrators.

Recommendation

The University Management should look into the issues raised by NAAT that have not been addressed yet with a view to addressing them.

MEMORANDUM SUBMITTED BY THE SENIOR STAFF ASSOCIATION OF NIGERIAN UNIVERSITIES (SSANU)

Issues raised by SSANU

Findings

1. Panel wishes to correct the impression that the recommendation of the last visitation panel (pages, 54 and 55 of the white paper) cited by SSANU,

“The panel recommends that to ensure industrial harmony, concerted effort should be made not to unduly upset establishment positions approved in the university so that no group is made to feel denigrated but each should be accorded its due. Where the capacity is not available in-house, effort should be made to recruit an appropriate person to fill those positions and where temporary arrangements are made, they should be made to look permanent with unduly extended period of service”.

Recommendation

Headship of the Directorate of Academic Planning should remain the prerogative of the vice-chancellor with competence as the yardstick or hallmark.

Reconstitution of the FUNAAB Staff School Board

Findings

For a period of not more than two years, FUNAAB staff school was taken off the payroll of the Federal Government. This period removed them from various engagements relating to the university including union participation. However, the staff of the school have been restored to government payroll.

Recommendation

Now that normality has been restored, the Vice-Chancellor should reconstitute the board of the staff school to include representatives of the four unions. The vice-chancellor in his memorandum consented to this request ascribing the delay to the lockdown of 2020 due to covid-19 pandemic.

Advancement of Medical Officers to the Peak of their Careers by Promotion

Findings

- I. The Act establishing the Federal University of Agriculture vested power in the Governing Council to employ and regulate appointment, promotions and many other issues relating to staff.
- II. The bone of contention is the conduct of examination for promotion
- III. Some SSANU members sat for examination and interview for promotion from CONTISS 13 to 14.

Recommendations

- I. Council and Management should always enlighten the unions on the matters affecting them especially decisions on promotion of staff.
- II. There should be regular dialogue between Management and the Unions, On the other hand, the union leaders should pass such information to their membership.
- III. Management should set up a committee to align the promotion criteria across non-teaching staff units and establishments.

Entry Point for Medical Laboratory Scientist: Medical Laboratory Cadre

Findings

- I. The said circular was not addressed to the university system which has its own salary structure.
- II. The circular is not in any way linked to the regulatory bodies of the university system.
- III. The Vice-Chancellor was apprehensive of the source of the circular.
- IV. The Vice-Chancellor informed the panel that individuals have sent in circulars purportedly issued by a Federal Ministry.
- V. Professional bodies have the tendency to claim different salary structures from that of the university system.
- VI. The Registrar has been directed to verify the authenticity of the circular so as not to create a quagmire among other unions.

Recommendations

- I. SSANU should exercise patience and await the report of the investigations by Management.
- II. Management should expedite action on the investigations to douse tension.

DISCRIMINATION AGAINST SSANU 2016-2017

Findings and Observation

- I. Panel noted that staff Unions in FUNAAB have the practice of comparing the treatment Management meted out to them on various issues relating to salaries, conversion of staff, promotion, and reaction to trade disputes and payment of dues and arrears.
- II. The Vice-Chancellor disagreed with SSANU disclaiming any act of discrimination.

Recommendations

- I. Unions should present cases on their own merit without comparison as they may not be privy to all the facts on issues.
- II. Council and Management should ensure transparency and equity to avoid precedence that could lead to acrimony.
- III. Management should establish better working relationship with all the unions in the University.
- IV. The Management should investigate the issues of notional promotion and unpaid arrears, establish the peculiarity with SSANU, the prevailing circumstances and dialogue with the union as appropriate.

NON-CONVERSION OF SSANU MEMBERS INTO THE PROFESSIONAL CADRE UPON ACQUISITION OF NECESSARY QUALIFICATIONS

Findings

The Vice-Chancellor informed the panel that in May 2021, some qualified SSANU members were converted to academic staff as contained in the university bulletin of Monday may 31, 2021.

Recommendation

Management should dialogue with SSANU on the need to inject new personnel into the system to fill their quota and to meet accreditation requirements; especially when such cannot be sourced internally.

NEED FOR REGULAR HANDS-ON TRAINING OF NON-TEACHING

STAFF

Findings

During the interactive session and in his memorandum, the Vice-Chancellor agreed with SSANU's demand, informed the panel that his administration has done a lot in this regard. For example, many non-teaching members of staff were sent to the Administrative Staff College Badagry, Center for Management Studies ARMTI Ilorin. Also, Resource Persons were invited to campus to train staff category by category in 2020 and in May 2021, selected academic and non-teaching staff had their trainings in a TETFUND supported ADAPTI.

Recommendation

The tempo of training and retraining of staff should be increased and sustained.

MEMO FROM NON-ACADEMIC STAFF UNION OF UNIVERSITIES NASU 2016-2020

Findings/Observations:

Panel further recommends:

- I. that University should be consistent and fair to all in application of rules. This however should not be at variance with Head of Service Circular and public Service Rules.
- II. that more provision should be made for Training of staff to include the members of non-teaching staff.
- III. that the challenge of water on campus is being attended to with the ongoing water dam project.
- IV. that sporting facilities should be made available and accessible by all.
- V. That staff quarters may be provided by then University by collaborating with the private sector on a PPP/BOT arrangement.

9.0 MEMO LIBRARY OFFICERS IN THE UNIVERSITY LIBRARY

Concern

A group of library officers approached the panel with a petition and plea for intervention to be considered for advancement to CONTISS 14 when they obtain Master's degree. By the career structure, the entry point for the library officers' cadre is CONTISS 6 while the terminal point is CIONTISS 13 being the position of Chief Library Officer.

Recommendations:

- I. Panel recommends that the matter be taken back to Council to enable Council make a definite pronouncement as to the non –practicability of the group's demand. This becomes necessary in view of the fact that the group places reliance on the information available on the University's website and which the Registrar claims are not yet finalised.
- II. Panel also recommends that anyone who possesses additional qualifications above the requirements of his/her present cadre may seek conversion subject to other University's conditions on same.

MEMO SUBMITTED BY THE STUDENT UNION OF THE FEDERAL UNIVERSITY OF AGRICULTURE ABEOKUTA

Findings/Observations:

- I. The matters raised by the Student Union in their memo and interaction with the Panel are summarised as follows:
- II. Reinstatement of the delisted College of Management Sciences.
- III. Provision of more Students' hostels to ease the acute accommodation problem which has exposed the students to off campus accommodation with the perils, hazards and multiple security issues.
- IV. The need to adjust lecture time tables and inadequate transportation logistics.
- V. Inadequate power supply to the University and the resultant effect of forcing the students to carry out their research in private establishments outside the University.

- VI. Request for expansion in teaching facilities such as the provision of enlarged and conducive lecture halls.
- VII. Strengthening of ICT infrastructure to increase access by students to the internet.
- VIII. Equipping the Departmental Libraries and Laboratories.
- IX. Upgrade of the facilities in the University Health Services.

Recommendation

The Panel recommends a massive infrastructure development with respect to students’ hostels. This will go a long way towards reducing the problems associated with the off-campus accommodations.

MEMORANDUM OF NETWORK OF AIYETORO- BUDO YOUTHS SUBMITTED ON BEHALF OF: AIYETORO-BUDO COMMUNITY

THE DEMANDS OF THE COMMUNITY

The community wishes that the university would extend its hand of friendship, accommodation and peaceful co-existence by:

- 1. carving out 1000 hectares of land for settlement of the people of community;
- 2. inclusion of the name “Aiyetoro-Budo” in the university’s address to read “University of Agriculture, Aiyetoro Budo, Abeokuta” and
- 3. cash compensation of one-hundred and five million, Two hundred and Eighty-Eighty, six hundred- and seventy-three-naira, fifty-two kobo (105, 288, 673.52).

Findings

In his submission at the interactive session and memorandum, the incumbent vice-chancellor, Professor Kolawole Salako informed the panel that the situation poses a huge security challenge to the University.

The Management of FUNAAB made the following submission on the case of Aiyetoro-Budo Community (Presented Verbatim) as follows:

Recommendations

- I. As a matter of urgency, the Federal Government and Osun State Government should move to secure all the land acquired for Federal University of Agriculture, Abeokuta through perimeter fencing.
- II. The attorney General of the federation should take up the litigation issues to put a closure to the lingering court injunctions. The matter is clearly beyond the grip of the council and management of FUNAAB.

CHAPTER 1

INTRODUCTION

1.0 Inauguration of the Visitation Panels

The President, Commander-In-Chief of the Armed Forces of the Federal Republic of Nigeria, President Muhammadu Buhari, GCFR, who is the Visitor to all Federal tertiary institutions constituted the 2021 Presidential Visitation Panels to all Federal Universities and inter-University Centres including Federal University of Agriculture, Abeokuta (FUNAAB). The Honourable Minister of Education, Malam Adamu Adamu on behalf of the President inaugurated the forty-two (42) Panels on Tuesday 13th April, 2021 at the Idris Abdulkadir Auditorium, National Universities Commission (NUC), Aguiyi Ironsi Street, Maitama Abuja. The occasion brought together many distinguished Nigerians who had been chosen in their individual recognition to bring their various experiences to bear on the process of ensuring that smooth and orderly institutional governance continued to prevail in the education sector. The Visitation exercise covers the periods of 2011-2015 and 2016-2020 to evaluate academic and administrative performance of the Institutions and to determine to what extent they had fulfilled their mandate for public good. The Panel was given 60 days with effect from 13th April, 2021 to complete the assignment and submit their report with the utmost confidentiality it deserves. This report is on the Visitation exercise conducted in the Federal University of Agriculture, Abeokuta, Ogun State in 2021.

1.1 Composition of FUNAAB 2021 Presidential Visitation Panel

The Visitation Panel to the Federal University of Agriculture, Abeokuta had 7 members made up of 5 members from the Academia, 1 politician and 1 staff of the Federal Ministry of Education. The names of members of the Visitation Panel to the FUNAAB are as follows:

- | | | |
|--|---|-----------|
| 8. Prof. Akaneren I. Essien, <i>FNSAP</i> | - | Chairman |
| 9. Prof. Yahaya Shehu | - | Member |
| 10. Prof. (Mrs.) Foluso. O. Okebukola | - | Member |
| 11. Dr. Lateef Alani Odekunle, FCA | - | Member |
| 12. Barr. Uchenna Okonkwo | - | Member |
| 13. Dr. Jurbe Joseph Molwus, MNIQB, Reg, Bldr-CORBON | - | Member |
| 14. Mrs. Vivian. O. Luke | - | Secretary |

1.2 Terms of Reference (ToR)

The Honourable Minister of Education, Mallam Adamu Adamu, provided 10 (ten) Terms of Reference (ToRs) as follows:

11. To inquire into the level of implementation of the White Paper on the last Visitation report;
12. To look into the leadership quality of each University in terms of the roles of the Governing Councils, the Vice Chancellors and other Principal Officers;
13. To look into the Financial Management of each Institutions including statutory allocations and Internally Generated Revenues over the recommended period and determine whether it was in compliance with appropriate regulations;
14. To investigate the applications 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;

15. To examine the adequacy of the staff and staff development programmes of the University;
16. 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, National Universities Commission (NUC) and the Federal Ministry of Education (FME);
17. 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 possible modification to the Law;
18. To trace the historical evolution of the University and take stock of its net achievements and problems as well as its style and direction;
19. To examine the general security in the University and how the University has dealt with it and recommend other appropriate measures; and
20. To examine the processes and structures of discipline of students in each University in line with due process of the rule of law.

CHAPTER 2

METHODOLOGY

2.0 Introduction

After the inauguration of the Presidential Visitation Panel ceremony on 13th April, 2021, the Chairman Prof. Akaneren Essien informed the secretary to contact members and arrange for a meeting to discuss the strategies for carrying out the assignment. The discussion centred on issues such as logistics planning, assigning responsibilities and salient approaches were deliberated upon for the success of the exercise. The Secretary was detailed to make arrangements with the Vice- Chancellor of the FUNAAB informing him about the arrival of the Panel to the University for the Exercise.

2.1 Arrival of the Panel Members

On Saturday 24th April, 2021 the Panel members arrived FUNAAB and on the following day, the Panel held its inaugural meeting. A tentative work plan for the period of the visitation was drawn to guide the Panel for the period. The plan was periodically reviewed to ensure all highlighted activities were captured meticulously and successfully carried out.

2.2 COURTESY VISITS

Meeting with the Vice Chancellor and other Principal Officers

(i) The University Management

On Monday 26th April, 2021, the Panel met the Vice Chancellor Prof. F. K. Salako and the University Principal Officers, other Management Staff, Deans and Directors and Union leaders in the Senate Chamber of the University. The Chairman of the Panel in his opening address informed the expanded Management team of the University about the objectives of the Visitation exercise. He also presented the poster copies of the Panel's Terms of Reference (ToRs) to the Vice Chancellor for onward distribution to the University community. The panel solicited the cooperation of the Management team and requested them to, supply all the information needed and ensure effective step down of the Terms of Reference to departments and Units in order for memoranda to be submitted. The Vice Chancellor in his response welcomed the Panel members to FUNAAB and assured them of the University's maximum cooperation and support during the exercise.

(ii) The Alake of Egbaland

The Panel paid a courtesy visit to Alake of Egbaland Oba Michael Adedotun Aremu Gbadebo. Present with him to welcome Panel members were the traditional rulers of some Egba communities. The Alake, therefore requested for the return of Management courses and that the Federal Government should kindly provide fund to fence the large expanse of the University land to check insecurity and he also Solicited that Attorney General of the Federation should fast –track the case of A'yetoro - Budo community to curb land encroachment and breach of peace in the community.

(iii) The Agura of Gbagura

The Panel members paid a courtesy visit to the Agura of Gbagura land. The Vice Chancellor introduced his management staff while the Chairman introduced Panel members and, in his address, conveyed the Visitor's good tidings to the host community of the University. On behalf of the University, he appreciated the kind gesture of the host Community. The Agura of Gbaguraland welcomed the Panel members and informed the Panel of the existing cordial relationship between the University and Gbaguraland. His Royal Highness assured the Visitation Panel that they were prepared to provide more land if a request was made by the University.

(iv) Department of State Security.

The Panel also paid courtesy call to State Department of State Security (DSS), Ogun State. The Director DSS and his staff welcomed the Panel and shared with the Panel the security challenges faced by the University and how those challenges were handled, he said the University required more funds to purchase Security equipment within the school premises, and operate same in collaboration with security agencies in order to be a step ahead of evolving security threats such as kidnapping and cultism.

(v) Ogun State Commissioner of Police.

The Panel paid a courtesy call to Commissioner of Police Ogun State along with University management. The Chairman in his address commended the CP for the relative peace in the state and by extension the University. The CP in his response said that the Police had always enjoyed a good working relationship with the University, and that the University built and donated a Police Station to the Command. The CP promised to instruct the DPO to cover area adequately and thanked the Panel for the visit. Security cover was provided for the Panel.

(vi) Chairman Odeda LGA

The Chairman Transition Committee of Odeda Local Government welcomed the team. He said that the University and the Local Government had been enjoying robust relationship through the extension services provided by the University and the Local Government had in turn graded about six (6) kilometers of road that belongs to the University. Farmers in the locality and its environs were trained on modern day farming techniques.

2.3 Publicity of the Visitation Exercise

In addition to the courtesy visits to the major stakeholders, the Terms of Reference posters were placed on notice boards at strategic locations of the University. Radio jingles were also made calling for memoranda and inviting interested stakeholders for interaction. In line with its mandate, the Panel called for the submission of memoranda on the ToRs and required that submission be made between 26th April and 6th May, 2021. The Panel emphasized that memos should be in soft copies accompanied with twelve (12) hard copies. The Terms of Reference posters requesting for memoranda were also sent to different associations, unions,

and individuals within and outside the University Community. The deadline for the submission of memoranda was extended 11th May, 2021 to allow more submissions.

Additionally, Town Hall meetings were held on 27th and 28th April, 2021 where the different sections of the University Community attended including the Unions ASUU, NASU, NAAT, SSANU and SUG separately. Each group was presented with the Terms of Reference poster.

2.4 Setting up the Panel Secretariat

In order to facilitate and enhance the work of the Panel, a Secretariat was set up on 27th April, 2021 at the Council Chamber in the Administrative building of the University where meetings, interviews, interactions and study of documents were conducted during the period of the Visitation exercise.

2.5 Methods of Data Collection

The panel adopted the following methods in gathering data and relevant information for the exercise in no particular order:

- viii) Meetings with individuals;
- ix) Interviews;
- x) Interactions with individuals and various groups;
- xi) Tours of facilities;
- xii) Courtesy visits;
- xiii) Study memoranda; and
- xiv) Examination of relevant documents.

2.6 Interaction with Principal Officers, Unions and Stakeholders

- (i) Interactions with former Governing Council Chairmen, former Vice-Chancellors, current Vice-Chancellor, Principal Officers and staff of FUNAAB were conducted as shown in Table 2.1. Various interactions also arose from the considerations made on the documents submitted and analysed all the memoranda received from staff, Unions, stakeholders, individuals were discussed with the authors between 5th May to 3rd June, 2021. Proceedings of all the interactions were recorded.

Table 2.1: Schedule of the Interactive Sessions Conducted

S/N	GROUP	DATE	VENUE
1.	Former Governing Council Chairman, Chief Lawrence Osayemi	5 th May, 2021	Council Chamber
2.	Former Governing Council Chairman, Dr. (Barr.) Aboki Zhawa, <i>OOV</i>	6 th May, 2021	-do-
3.	Former Vice Chancellor, Prof. O.O. Balogun	6 th May, 2021	"
4.	Former Vice Chancellor, Prof. O.B. Oyewole	20 th May, 2021	"
5.	Vice Chancellor, Prof. F. K. Salako	21 st May, 2021	"
6.	Interactive meeting with the SSANUU	24 th May, 2021	"
7.	Interactive meeting with the Registrar	24 th May, 2021	"
8.	Interactive meeting with the Bursar	24 th May, 2021	"
9.	Interactive meeting with the ASUU	25 th May, 2021	Senate Chamber
10.	Interactive meeting with the NASU	25 th May, 2021	-do-
11.	Interactive meeting with the NAAT	25 th May, 2021	"
12.	Interactive meeting with Adewale Olabode & Company	25 th May, 2021	"
13.	Interactive meeting with former Ag. Vice Chancellor Prof.O. Enikuomehin	25 th May, 2021	Council Chamber
14.	Interactive meeting with the University Librarian Dr. (Mrs). F. N. Onifade.	25 th May, 2021	-do-
15.	Interactive meeting with Prof.B.I.Akeredolu-Ale DVC (Academic)	25 th May, 2021	"
16.	Interactive meeting with Prof. C.O.Adeofun. DVC (Development)	25 th May, 2021	"
17.	Interactive meeting with former Bursar (Mr. Ilesanmi)	26 th May, 2021	"
18.	Interactive meeting with Dr. Oladele. O. Ososanya	26 th May, 2021	"
19.	Interactive meeting with Mr. Charles Ogunmulero & Co.	26 th May, 2021	Council Chamber
20.	Interactive meeting with library staff	26 th May, 2021	-do-
21.	Interactive meeting with Library, Bursary, Registry Clerks	27 th May,2021	Senate Chamber
22.	Interactive meeting with Registry staff (DR2, DR1, PAR, SAR, AR)	27 th May,2021	-do-
23.	Interactive meeting with Bursary (SA/CEO/HEO), Registry (CEO, HEO) Library (Library Officers)	27 th May,2021	"
25.	Interactive meeting with Library Staff	27 th May,2021	"
26.	Interactive meeting with Bursary (DB1, DB2, CA, SA)	27 TH May,2021	"

S/N	GROUP	DATE	VENUE
27.	Interactive meeting with Senator Ogunlewe (Zoom)	27 th May, 2021	"
28.	Interactive meeting with Mrs Adeola George.	31 st May, 2021	Council Chamber
29.	Interactive meeting with the Student Union Government.	31 st May, 2021	Senate Chamber
30.	Interactive meeting with the FUNAAB Alumni Association	1 st June, 2021	Senate Chamber
31.	Interactive meeting with the CSO	1 st June, 2021	Council Chamber
32.	Interactive meeting with the Director Physical Planning	1 st June, 2021	-do-
33.	Interactive meeting with the Director, DITTECS.	3 rd June, 2021	"
34.	Interactive meeting with the Director, Medical Services	3 rd June, 2021	"
35.	Interactive meeting with the Director, Students' Affairs	3 rd June, 2021	Council Chamber

2.7 Inspection of Teaching and Research Facilities

The Panel undertook a tour and inspection of the following facilities between the 19th and 28th May, 2021, to obtain a first-hand information on the availability of the materials and facilities for teaching and research.

- (i) Colleges, Department, Units
- (ii) Laboratories.
- (iii) The University Library.
- (iv) The University Zoo and Parks.
- (v) Lecture Theatres and Classroom.
- (vi) Research Centres.
- (vii) The University Farms.

(a) Visits to Colleges/Departments

Visits to colleges for physical inspections were made between 19th to 28th May, 2021 as shown in Tables 2.2 and 2.3.

Table 2.2: Schedule of Visits to Colleges/Departments

S/N	Location	College	Department/Course	Date Visited
1.	Main Campus	College of Agricultural Management and Rural Development (COLAMRUD)	<ul style="list-style-type: none"> i. Department of Agricultural Economics and Farm Management (AEFM) ii. Department of Agricultural Extension and Rural Development (AERD) iii. Department of Agricultural Administration (AGAD) iv. Department of Communication and General Studies (CGNS) 	19 th May, 2021.
2.	Main Campus	College of Animal Science and Livestock Production (COLANIM)	<ul style="list-style-type: none"> i. Department of Animal Breeding and Genetics (ABG) ii. Department of Animal Nutrition (ANN) iii. Department of Animal Physiology (ANP) iv. Department of Animal Production and Health (APH) v. Department of Pasture and Range Management (PRM) 	
3.	Main Campus	College of Biological Sciences (COLBIOS)	<ul style="list-style-type: none"> i. Department of Biochemistry (BCH) ii. Department of Microbiology (MCB) iii. Department of Pure and Applied Botany (PAB) iv. Department of Pure and Applied Zoology (PAZ) 	19 th May, 2021

S/N	Location	College	Department/Course	Date Visited
4.	Main Campus	College of Engineering (COLENG)	<ul style="list-style-type: none"> i. Department of Agricultural and Bio-Resources Engineering (AGE) ii. Department of Civil Engineering (CVE) iii. Department of Electrical/ Electronic Engineering (ELE) iv. Department of Mechanical Engineering (MCE) v. Department of Mechatronics Engineering (MTE) 	19 th May, 2021.
5.	Main Campus	College of Environmental Resource Management (COLERM)	<ul style="list-style-type: none"> i. Department of Aquaculture and Fisheries Management (AQFM) ii. Department of Environmental Management and Toxicology (EMT) iii. Department of Forestry and Wildlife Management (FWM) iv. Department of Water Resources Management and Agricultural Meteorology (WARMA) 	20 th May, 2021.
6.	Main Campus	College of Food Science and Human Ecology (COLFHEC)	<ul style="list-style-type: none"> i. Department of Food Science and Technology (FST) ii. Department of Home Science and Management (HSM) iii. Department of Hospitality and Tourism (HTM) 	20 th May, 2021.

S/N	Location	College	Department/Course	Date Visited
			iv. Department of Nutrition and Dietetics (NTD)	
7.	Main Campus	College of Plant Science and Crop Production (COPLANT)	<ul style="list-style-type: none"> i. Department of Crop Production (CPT) ii. Department of Horticulture (HRT) iii. Department of Plant Breeding and Seed Technology (PBST) iv. Department of Plant Physiology and Crop Production (PPCP) v. Department of Soil Science and Land Management (SSLM) 	20 th May, 2021.
8.	Main Campus	College of Physical Sciences (COLPHYS)	<ul style="list-style-type: none"> i. Department of Chemistry (CHM) ii. Department of Computer Science and Information Technology (CSC) iii. Department of Mathematics (MTS) iv. Department of Physics (PHS) v. Department of Statistics (STS) 	20 th May, 2021.
9.	Main Campus	College of Veterinary Medicine (COLVET)	<ul style="list-style-type: none"> i. Department of Veterinary Medicine ii. Department of Veterinary Surgery and genology iii. Department of Public Health and Preventive Medicine 	20 th May, 2021.

S/N	Location	College	Department/Course	Date Visited
			<ul style="list-style-type: none"> <li data-bbox="788 235 1184 405">iv. Department of Veterinary Microbiology and Virology <li data-bbox="788 524 1184 694">v. Department of Veterinary Parasitology and Entomology <li data-bbox="788 701 1184 871">vi. Department of Veterinary Pharmacology and Toxicology <li data-bbox="788 878 1184 1048">vii. Department of Veterinary Physiology and Biochemistry <li data-bbox="788 1055 1184 1137">viii. Department of Veterinary Anatomy <li data-bbox="788 1144 1184 1272">ix. Department of Veterinary Pathology 	

Table 2.3: Other Academic Facilities Visited

S/N	Name of Facility	Location	Date Visited
1.	Institute of Human Resources Development (INHURD)	Mawuko	28 th May, 2021.
2.	University Dam	Mawuko	28 th May, 2021.
3.	University Zoo Park	FUNAAB Campus	28 th May, 2021.
4.	'NIMBE Adebimpe Library	FUNAAB Campus	28 th May, 2021.
5.	Bio-Technology Central Laboratory	FUNAAB Campus	28 th May, 2021.
6.	Post Graduate College	FUNAAB Campus	28 th May, 2021.
7.	University Farms	FUNAAB Campus	28 th May, 2021.
8.	Centre of Excellence in Agricultural Development and Sustainable Environment.	FUNAAB Campus	28 th May, 2021.

2.8 Other information and Interaction

1. Specific information was requested from the Registry Department, Bursary Department, Directorate of Auditing, Directorate of Zoo Park, Physical Planning Directorate, Directorate of Academic Planning, Works and Services Unit, Physical Planning Directorate, Legal Unit, Project Management Unit.
2. Interview of Senator Ogunlewe former Chairman of Council was postponed twice but it eventually came up the third time Virtually through Zoom on 27th May, 2021.
3. The Panel also inspected all ongoing construction projects and investments in the University
4. Courtesy visit to the Executive Governor could not be achieved as a response was yet to be received when the Panel's assignment was concluded.

2.9 Data processing and Report Writing

For the purpose of organising the data collected and preparing reports, the ToRs were shared among Panel members based largely on their professions and experiences in groups of three members per ToR. Each group prepared the chapters emanating from the ToRs assigned to them at the end of which the Panel reviewed all the chapters together. The reports were projected for the panel members to read at the same time and necessary corrections were affected. Finally, the report has been organised in 13 chapters with chapters 1 and 2 presenting introduction and methods respectively, 3 to 12 presenting the ten ToRs and 13 presenting the findings from the memoranda received by the Panel.

CHAPTER 3

TERM OF REFERENCE 1

To inquire into the level of implementation of the White Paper on the last Visitation report

The last Visitation exercise to the Federal University of Agriculture Abeokuta was conducted in the year 2011, the extent of implementation of which has been reported in the corresponding chapter of this Panel's report for the Period of 2011 – 2015. There is therefore no content to be reported here in respect of the extent of implementation of the last Visitation report.

CHAPTER 4

TERM OF REFERENCE 2

To look into the Leadership Quality of each University in terms of the roles of Governing Councils, the Vice Chancellor and other Principal Officers

2.0 Introduction

The leadership qualities of the Pro-Chancellor, the Vice Chancellor and the Principal Officers can play a significant role in the growth, development and peaceful co-existence in the University. They tend to determine their ability to guide, direct or influence people towards the achievement of set goals. In this chapter, we assess the quality of leadership of Governing Council and management team of Federal University of Agriculture, Abeokuta (FUNAAB) based on their statutory responsibilities and level of performance from 2016 - 2020.

2.1 Governing Council

Section 7 of the Federal Universities of Agriculture Act Cap F22 LFN 2004 provided that the Council shall consist of the following:

- (i) The Pro-Chancellor.
- (ii) The Vice Chancellor.
- (iii) The Deputy Vice Chancellors
- (iv) One person from the ministry responsible for Education.
- (v) Four persons representing a Variety of Interests and broadly representative of the whole Federation to be appointed by the President who is the Visitor to the University.
- (vi) Four persons appointed by the Senate from among its members.
- (vii) Two persons appointed by Congregation from among its members; and
- (viii) One person appointed by Convocation from among its members.

Subject to the provisions of this Act and of the statutes, the powers conferred on the University by sub-section (1) shall be exercisable on behalf of the University by the Council. Section 8 of the Act clearly states that the Council shall be the governing body and shall be chaired with the general control and superintendence of the policy, finance and property of the University.

The tenure of the 5th Governing Council under the Chairmanship of Senator (Dr.) A. Ogunlewe and the Vice-Chancellorship of Prof. Olusola Oyewole dovetailed into 2016. Details of their achievements and leadership style were presented under the 2011-2015 period which formed the larger part of their tenure.

2.1.1 6TH GOVERNING COUNCIL MEMBERS (2017-2021)

Table 4.1 shows the members of the 6th Governing Council and their positions including the specific periods during which they served on the Council.

Table 4.1: Members of the 6th Governing Council

S/N	Name	Position	Period
1.	Dr. Barr. Aboki Zhawa, <i>OON</i>	Chairman and Pro-Chancellor	2017-2021
2.	Dr. Yakubu J. Tor-Agbidye	Member	2017-2021
3.	Professor Femi Olufunmilade	Member	2017-2021
4.	Mrs. Nkem Nnenna Ezeomah	Member	2017-2021
5.	Mrs. Titilope Ajayi	Member	2017-2021
6.	Mr. Patrick Okafor	FME Rep.	2017
7.	Mallam Mohammad Attai Sidi-Ali	FME Rep.	2018-2021
8.	Dr. O. D. Akinsola	FMARD Rep.	2018
9.	Prof. Olusola Bandele Oyewole	Vice-Chancellor	2017
10.	Prof. O. A. Enikuomehin	DVC (Develop) & Acting Vice-Chancellor	2016-2017
11.	Prof. F. K. Salako	Vice-Chancellor	2017-2021
12.	Prof. (Mrs.) C. O. Eromosele	DVC (Academic)	2017
13.	Prof. M.A. Dipeolu	DVC (Academic)	2018-2019
14.	Prof. (Mrs.) Bolanle Akeredolu-Ale	DVC (Academic)	2020
15.	Prof. L.O. Sanni	DVC (Development)	2017-2019
16.	Professor C.O. Adeofun	Sen. Rep./DVC. (Development)	2017-2021
17.	Professor C.O.N. Ikeobi	Senate Rep.	2017
18.	Professor W.O. Alegbeleye	Senate Rep.	2017
19.	Professor O.S. Sowande	Senate Rep.	2017-2021
20.	Professor M.O. Atayese	Senate Rep.	2018-2021
21.	Professor M. O. Ozoje	Senate Rep.	2018-2021
22.	Professor B.S. Badmus	Senate Rep.	2020-2021
23.	Professor A.A.A. Agboola	Congre. Rep.	2017-2020
24.	Arc. B.A.R. Anasanwo	Congre. Rep.	2017-2020
25.	Mr. Olusola Tobun	Convocation Rep.	2017-2020
26.	Dr. O.O. Ogundiran	Convocation Rep.	2020-2021
27.	Mr. M.O. Ayoola, <i>JP</i>	Registrar and Secretary to Council	2016-2017
28.	Dr. (Mrs.) L.O. Onwuka	Acting Registrar and Secretary to Council	2017
29.	Dr. H. Adekola	Registrar and Secretary to Council	2017-2021

2.1.2 Achievements of the 6th Governing Council under the Chairmanship of Dr. (Barr.) Aboki Zhawa, *OON*

For the period under review (2016-2020) Council members performed the roles vested in them by the Act establishing the University. Their achievements included the following:

- (i) Restoration of relative peace and tranquillity to the University after the crisis that rocked the University in 2016. Despite the crisis, the Council was able to successfully appoint principal officers as listed in II – IV.
- (ii) Appointment of Prof. Felix Kolawole Salako as the 6th Vice Chancellor of the University with effect from 1st November, 2017 and a smooth transition from an Acting Vice Chancellor to the substantive.
- (iii) Appointment of Dr. Hakeem Adebola Adekola as the Registrar with effect from 3rd October, 2017.
- (iv) Appointment of Mr. Chukwunwike Ezekpeazu as the Bursar with effect from 16th October, 2017.
- (v) Approval for the Registration of a Limited Liability Company that would oversee all the commercial activities of the University.
- (vi) Establishment of FUNAAB Governing Council Demonstration Farm Project (GOVCOFARMS).
- (vii) Successful take-off of FUNAAB Radio on 89.5FM. - March 26, 2018.
- (viii) Certificate of registration of the first improved local chicken breed banded FUNAAB ALFPHA by the National Centre for Genetic Resources and Biotechnology (NACGRAB) – August 2018.
- (ix) Establishment of FUNAAB Schools Management Board.

Findings/Observations

During the period under review (2016-2020), it is on record that the Governing Council met regularly and in accordance with the statutory requirements of holding at least three meetings every calendar year. The Council have maintained a cordial working relationship with the Vice Chancellor, Principal Officers of the University as well as other organs of the Institution. There was mutual respect for the statutory functions of their respective offices. However, there was a major disagreement between the Council/Management and SSANU in 2016 which resulted in a local industrial unrest, court cases and security breaches. The issues involved were later settled by the succeeding Governing Council.

Another major unrest in 2016 arose from complaints by students concerning robbery attack which led to violent demonstration by the students whereby major highways were blocked and arson committed.

The Panel observed that some of the cases involved members of staff and the material content of the suits by Mr. E.A. Bankole, Mr. Lasun Somoye and Mr. Subair Soloom attracted widespread interest within and outside the University community and became the subject of several litigations and petitions to the National Universities commission, the Nigeria police, EFCC, ICPC as well as the print and electronic media. These matters the Panel further observed set the Institution out in an unfavourable light.

2.2 The Vice-Chancellor

Sub-section 8 of the Act establishing the FUNAAB provided that the Vice-Chancellor shall in relation to each University take precedence before all other members of the University, except the Chancellor, and any other person for the time being acting as Chairman of the Council.

Subject to Sections 8, 9 and 15 of this Act, the Vice-chancellor shall have the general function, in addition to any other functions conferred on him by this Act or otherwise, of directing the activities of the University and shall be the Chief Executive and Academic Officer of the University and ex-officio Chairman of the Senate.

For the period under review (2016-2020) there were two substantive Vice-Chancellors and one acting as follows:

- | | | | |
|----|------------------------------|---|----------------------------------|
| 4. | Prof. Olusola B. Oyewole | - | May 2012 – May 2017 |
| 5. | Prof. Ololade A. Enikuomihin | - | May 2017 - Oct. 2017
(Acting) |
| 6. | Prof. Felix K. Salako | - | 2017 - until now. |

The tenure of Professor Oluwasola Oyewole was presented under the period 2011-2015 being the larger part of his administration.

2.2.2 Prof. Ololade A. Enikuomihin

Prof. Enikuomihin is a Professor of Plant Pathology. He served for six months in acting capacity. It is on record that he worked in collaboration with the Governing Council to restore peace to the University.

2.2.3 Prof. Felix Kolawole Salako

Prof. Salako is a Professor of Soil Physics and the current Vice-chancellor of FUNAAB. Many members of staff interviewed described him as a focused and purposeful team player who would follow due process no matter whose ox is gored. He is an experienced administrator having risen through the ranks in the University. He is reputed to have carved a niche for himself in the University administration and has a working relationship with Government agencies and the traditional rulers within the host community, except Aiyetoro-Budo Community who have encroached on the University land claiming ownership. The Pro-Chancellor described him as a leader who was submissive to Council hence there was minimal or no friction with Council.

Some of this management team adjudged Prof. Salako to be one of the brightest scholars in University administration in Nigeria. He is focused and very much on top of his job. He is quite effective in the discharge of his responsibilities; he is vibrant in the management of the University and moves courageously against institutionalisation evil on campus. He clearly demonstrated that the system is above every individual and that friendship should not override due process and discipline. Some believe that most those who are now complaining about him are just looking for higher political relevance. He took the University to a higher level in research, teaching, learning and community relationship.

The Community Obas and Chiefs – Alake of Egba land, the Gbagura of Agura as well as the Chairman of Odeda Local Government Council spoke glowingly about him and his achievements. They affirmed that his tenure witnessed a lot of physical development and rated him as one of the best Vice-chancellors FUNAAB has ever had. He has so far demonstrated that he is a thorough leader and father to all.

Observations/Findings

It is not easy to isolate the achievements of Chief Executives (Vice-Chancellors) from the Governing Council they worked with, but it can safely be concluded that the achievements of the Vice-Chancellors are the same of the achievements of the various Governing Councils under which they served. However, it is to the credit of the Prof. Salako that FUNAAB achieved the following:

- (i) Certificate of Registration of the first Improved Local chicken breed branded FUNAAB ALPHA by the National Centre for Genetic Resources and Biotechnology (NACGRAB) – August, 2018.
- (ii) First Public University in Nigeria to obtain International Accreditation for some of its programmes through her Centre of Excellence in Agricultural Development and Sustainable environment (CEADESE) – 2009.
- (iii) The delisted College of Management Sciences (GOLMAS) produced the Institute of Chartered Accountants of Nigeria (ICAN's) best qualifying candidate and the best female candidate – May 2019 diet of the examinations.
- (iv) A graduate of the Department of Electrical Engineering emerged as the Best Engineering Graduate among his peers from other Nigerian Universities as recognized by the COREN Assembly – August 22, 2019.

In terms of Physical infrastructural development, he has also achieved the following:

- i. Construction and rehabilitation (Colleges and Centres, Hostels, Senate Building, Students Union Building, Staff School) of buildings,
- ii. Construction of roads, comfort stations in strategic locations
- iii. Construction of a Dam and a Water Treatment Plant,
- iv. Provision of internet facilities, provision of more than 300 computers,
- v. Equipment (laboratory, mechanized farm equipment, Centre for Entrepreneurial Studies etc.),
- vi. Modern teaching aides such smart boards, projects, furniture for classrooms, laboratories, and offices,
- vii. Supply of books and digital equipment for the University library
- viii. Provision of solar panel streetlights,
- ix. Improvement of electricity supply through purchase of generators and upgrade of power plants,
- x. Purchase of utility vehicles for students, directorates, farms, centres etc.
- xi. Support for staff and students on welfare issues,
- xii. Support for staff and students on training and career development

- xiii. Enhancement of income generation through upgrading the cassava-processing factory, bakery, packaged water factory, fishponds, seed processing, mechanized farming
- xiv. Upgrade of palm oil production unit,
- xv. Completion of grandstand at the sports arena
- xvi. Corporate-Social Responsibilities by provision of boreholes for neighbouring communities
- xvii. Rural community development through extension services
- xviii. Enhanced security with the establishment of Harmony Police Station in the neighbourhood and provision of logistics to ease operations
- xix. The 2019 accreditation/re-accreditation result was a remarkable improvement over the previous visits. Nineteen (19) programmes were also visited previously, sixteen (16) got full accreditation, while three (3) got interim accreditation. This is 84.2% and 15.8% respectively of the nineteen programmes visited with most attaining maturity date of 2024.
- xx. Professional bodies also accredited different professional courses within the last three years. These included Veterinary Medicine, Accountancy, and Banking and Finance.
- xxi. There were international accreditations of postgraduate courses administered by Centre of Excellence in Agricultural Development and Sustainable Environment (*CEADESE*), a feat achieved before any equivalent Centre in the country.
- xxii. The Council for the Regulation of Engineering in Nigeria (COREN) visited all existing engineering programmes in the University for Re-accreditation and pre-accreditation of the newly established Mechatronics Engineering with validity periods till 2022.
- xxiii. The University's Veterinary Programme was awarded a Provisional Accreditation of one year with effect from March 16, 2020.
- xxiv. Accounting and Banking related programmes were accredited by the Institute of Chartered Accountants of Nigeria (ICAN) and Chartered Institute of Bankers of Nigeria (CIBN) in April 2019.
- xxv. The Council of the Institute of Chartered Accountants of Nigeria approved full accreditation of the B.Sc. Accounting programme of the University.
- xxvi. The Academic Planning Unit had over the years facilitated the Digital Appreciation Programme for Academic and Senior Non-Teaching Staff of the University. The training was designed to equip staff of tertiary institutions with basic ICT office productivity tools. It has been a yearly affair, as the training was held in 2018, 2019 and 2020, respectively. About 120 staff (Academic and senior non-teaching) participate yearly in the training programme.

2.2.4 Deputy Vice Chancellors

Section 4 of the First Schedule of the Federal Universities of Agriculture Act, Cap F92, LFN2004, provides that there shall be for each University such number of Deputy Vice Chancellors as the Council may from time to time deem necessary for the proper administration of the University.

The Vice chancellor is assisted by the Deputy Vice Chancellors in the performance of his duties and act for him in his absence. They also perform any other functions that may be assigned to them.

Table 4.2 shows the names of those who served as Deputy Vice Chancellors from 2016-2020.

Table 4.2: Deputy Vice Chancellors 2016 – 2020

S/N	Name	Position	Period
1.	Prof. O.A. Enikuomehin	DVC (Development)	Jan. 7, 2016 – May 23, 2018
2.	Prof. C.O. Eromosele	DVC (Academic)	Jan. 7, 2016 – Jan. 7, 2018
3.	Prof. L.O. Sanni	DVC (Development)	Dec. 8, 2017 – Dec. 6, 2019
4.	Prof. M.a. Dipeolu	DVC (Academic)	Jan. 8, 2018 – Jan. 7, 2020
5.	Prof. C.O. Adeofun	DVC (Development)	Dec. 8, 2019 until now.

There was no adverse report on the quality of the leadership exhibited by the Deputy Vice Chancellors throughout the period under review. Staff and students reported that they performed to the best of their abilities in their own perceptions.

2.2.5 The Registrar

Section 5 of the First Schedule to the Federal Universities of Agriculture Act, CAPF22, LFN 2004, provides that each University shall have a Registrar who shall be the Chief Administrative Officer of the university and shall be responsible to the Vice chancellor for the day-to-day administrative work of the University, except as regards matters for which the Bursar is responsible in accordance with the law. The person holding the Office of the Registrar shall by virtue of that Office be Secretary to the Council, the Senate, Congregation and Convocation.

The Registrar assists the Vice Chancellor in his capacity as the Chief Administrative Officer of the University.

The following served as Registrar for the period under review (2016-2020):

1. Mr. Matthew Odunlade Ayoola - June 1, 2012 - May 31, 2016.
2. Mr. Charles Obafemi Oginni (Ag.) - Dec. 14, 2016 - March 3, 2017.
3. Dr. (Mrs.) Linda Ogugua Onwuka (Ag.)- June 1, 2017 - Sept. 30, 2017.
4. Dr. Hakeem Bola Adekola - Oct. 2, 2017 - Until now.

All the Registrars were said to have contributed significantly to the development of the University. The current Registrar is reported to be the brain behind the innovations in the Registry. He is an experienced Registrar having worked in two Universities before his appointment in FUNAAB. He has overwhelming encomiums from staff and students. This was further confirmed by his ability to mobilise the staff assist the Panel with information needed for this exercise.

2.2.6 The Bursar

Section 5 of the Federal Universities of Agriculture Act, CAP F22, LFN2004 provides that the Bursar as a Principal Officer shall be appointed by the Council on the recommendation of the Selection Board.

The Bursar is charged with the responsibility of managing the financial resources of the Institution. He is the Chief Financial Officer of the University and is responsible to the Vice Chancellor for the day-to-day administration and control of the financial affairs of the University.

The Bursars for this period (2016-2020) were:

- (i) Mr. Moses Olusola Ilesanmi - June 28, 2010 - Sept. 22, 2011 (Acting)
Sept. 23, 2011 - Sept. 22, 2016 (Substantive)
- (ii) Mrs. Oluremi Oyewumi - Oct. 6, 2016 - Oct. 13, 2017 (Acting)
- (iii) Mr. Chukwunike Ezekpeazu - Oct. 16, 2017 - Until now

Mr. M.O. Ilesanmi served the University as a Bursar but he eventually had issues and was involved in the crisis that affected the University negatively in 2016. His appointment was eventually terminated but later converted to retirement.

Mrs. Oluremi Oyewumi served in acting capacity for one year.

The current Bursar, Mr. Chukwunike Ezekpeazu is a professionally qualified and competent Accountant with relevant experience having worked as Bursar in the Nigerian Mathematical Centre, Abuja. He is reported to have introduced a lot of innovations to the Bursary Service delivery in the University.

2.2.7 The University Librarian

Section 6 of the same Agriculture Act provided that the University Librarian is responsible to the Vice Chancellor for the administration of the University Library. He/she is responsible for the coordination of library services in the University, the Colleges, Departments, Institutes and other Learning and Research Units.

The University Librarians during the period under review were:

- (i) Dr. (Mrs.) Mulikat Salami - May 25, 2011 – Dec. 20, 2012 (Acting)
Dec. 21, 2012 – Dec.20, 2017 (Substantive)
- (ii) Dr. (Mrs.) Fehintola Nike Onifade - Dec. 21, 2017 – June 6, 2018 (Acting)
June 7, 2018 – Until now (Substantive)

Both University Librarians were rated highly by staff and students and considered eminently qualified and fit for the position. The library staff described them as role models, team players and good leaders.

Findings

The leadership qualities of Council, Vice Chancellor, Registrar, Bursar and University Librarian were assessed by staff and students to be generally good. They worked together as a formidable team and are passionate about taking the University to greater heights. However, there is a lot of room for improvement.

Recommendations

The panel recommends the following:

- (i) NUC should put in place a policy of start-off training on how to run a good University when a new Council is inaugurated.
- (ii) The tenure of the 6th Governing Council of FUNAAB lapsed on the 8th May, 2021. Government should as a matter of necessity inaugurate a new Council so as not to create a vacuum and expose the university to governance challenges with implications of litigation.
- (iii) Council should institute an active communication channel so that the University community is kept abreast of the activities of Council and for Council to feel the pulse of the community on issues affecting the progress of the University.
- (iv) Due process should be applied in all aspects of the University's system especially correspondences to Council.
- (v) Council and management should resist attempts to be dragged into any form of sectionalism especially unionism.
- (vi) Council and management should provide rapid response to staff matters and official correspondence to promote understanding between members and management.

Vice-Chancellor

- (i) The current Vice-Chancellor, Prof. Felix Kolawole Salako should be commended for his passion for taking the University to greater heights which translated into noteworthy international academic achievements for the University.
- (ii) At all times, the Vice-Chancellor should promote fairness, peace, unity irrespective of Unions and closeness of association with the Vice-Chancellor.

Registrar

- (i) The Registrar should be commended for providing good leadership of the Registry.
- (ii) Communication lines should be opened for staff to criticise or commend administration without fear.

Bursar

- (i) The good leadership and innovation brought in by the Bursar Mr. Chukwunike Ezekpeazu as reported by staff and students should be commended.
- (ii) The Bursar with the permission of the Vice Chancellor should feel free to disclose the true financial position of the University, the Stakeholders in the system to avoid confrontation arising from unpaid arrears.

2.3 Quality of Leadership in the FUNAAB and Union Activities

The visitation Panel, in the course of its interactions with the various stakeholders including past Pro-Chancellors, Vice Chancellors, staff Unions and memoranda submitted made the following observations about the quality of leadership in the University:

7. The Panel found that some of the Vice Chancellors that served within the Period under review appeared to have pitched tents with one Union or the other during their tenure thereby gradually breeding animosity within the University over the years. It was also observed that University Management have at some points in time attempted to meddle into the affairs of some of the Staff Unions between 2011 to date.
8. Panel also observed that the allegiance a Principal Officer of the University had for SSANU, further aggravated the crisis that rocked the University in 2016.
9. Within the period under review, the activities of FUNAAB staff Unions affected the fortunes of the University in various ways. For instance, Unions' activities over time eventually triggered off the crisis of 2016 witnessed by the University which had snowballed from 2012.
10. The agitations of Unions appeared to have no bounds especially during the tenure of Prof. O. B. Oyewole, particularly the three main Unions ASUU, SSANU and NASU.
11. This underscores the reason for the seeming highhandedness during the tenure of Prof. O. O. Balogun. His style of administration put some of the Unions under check and that translated to a lot of progress in the University.
12. The National Association of Academic Technologies (NAAT) was observed not to have been partisan in the crisis that rocked the University.

Recommendations:

3. Henceforth, all Vice Chancellors and indeed Management team of the University should ensure that they avoid any actions or decisions that will make them to appear to have favoured any Union or group within the University. They should rather be committed towards providing unbiased leadership at all times and handle all staff disciplinary and welfare issues fairly regardless of the Union to which the affected members of staff may belong.
4. For FUNAAB to make the needed progress to its full potentials given the abundant human and material resources; the University Governance and Administration should circumspectly invoke and apply the necessary and relevant provisions of the staff Code of Conduct to deal with issues as they arise. There are enough provisions in the

University's Code of Conduct to handle the activities of Unions as every Union member is first and foremost a member of staff of the University, the fact that they have freedom of association notwithstanding.

CHAPTER 5

Term of Reference 3

To look into the Financial Management of each Institutions including statutory allocations and Internally Generated Revenues over the recommended period and determine whether it was in compliance with appropriate regulations

3.0 Introduction

No university can function without finances the adequate management of which is critical to the survival of the University. This chapter presents the findings of the panel on the examination of the Financial Management of FUNAAB over the period under review.

3.1 Financial Management

3.1.2 Financial management encompasses all the finance and finance related activities of the university. It comprises budgeting, revenue and cost management, financial reporting, internal control, fund management and investment, store keeping and tax matters, assets management among others.

3.1.3 The Bursary is headed by a Bursar. Financial management activities in the University are coordinated by the University Bursary. The Bursary is the department of the University charged with the main responsibility of managing the financial resources of the institution. The Bursar in the period under review is Mr. Chukwunwike Ezekpeazu

3.1.4 The main functions of the bursary are:

- i. Establishing and maintenance of good internal control system in order to safeguard the University's Assets and liabilities;
- ii. Establishing and maintenance of proper books of accounts and records for the University's financial transactions;
- iii. Preparation, allocation and control of the University Annual Budget for effective management of the University's Resources; and
- iv. Ensuring that all the Grants and Internally Generated Revenue of the University are properly account for in the manner prescribed by the extant financial rules and regulations.

(See App.16-20/3.1.3)

Observations/Findings

3.1.5 The Bursary is well structured with schedules, lines of authority and responsibility clearly classified and duties suggested. This is an evidence of internal control. In the period under review, the Panel found that the Heads of Section who are the Bursar's immediate lieutenants are top rate professionals in Accounting, Purchasing and Supply and Computing. Many possess academic qualifications up to the level of Master's degrees. The Organogram of Bursary with list of functional heads and their respective qualifications was sighted (App.16-20/3.1.4). The University has in book

form, Bursary Accounting Manual and Operational Procedures. The manual provides information about the operations of the Bursary through its directorates; the duties of various sections and units; and how they interrelate with each other; in addition to the specific procedures for the execution of the duties.

- 3.1.6** The Bursar during the period under review has experience and versatility in the handling of issues. This may not be surprising based on his previous engagement, as Bursar of National Mathematical Centre, Abuja. He is a professionally qualified Accountant. He is a fellow of the Institute of Chartered Accountants of Nigeria (ICAN).
- 3.1.7** The Panel noted that internal control procedures existed and were being complied with in the financial management functions. Internal control procedures are arrangements to ensure, the University runs efficiently safeguard assets, and the velocity accuracy and completeness of transactions (16-20/3.1.6).
- 3.1.8** The Panel also noted that the University Bursary operates a functional Standard Operating Procedures (SOPs) (See Appx 16-20/3.1.7).
- 3.1.9** The Panel however noted that litigation on the case of theft of fourteen million naira (N14, 000,000.00) for which a former member of staff was dismissed, was still ongoing at the time of visitation.
- 3.1.10** No new case of theft or infraction was recorded in the period under review.

Recommendations

- 3.1.11** The University should find a means of dispensing with the case in good time to avoid further loss of funds expended in the litigation
- 3.1.12** University management should review on continuous basis, the internal control systems in view of the ever-changing practices.

3.2 Legal Basis of Financial Management

3.2.2 The legal basis of financial management in the University is derived from:

- I. Yearly Appropriation Act of the Federal Government of Nigeria
- II. Financial Regulations (Revised to Jan. 2009) of the Federal Government of Nigeria.
- III. Extant Treasury Circulars.
- IV. Council decisions and approvals.
- V. 1999 Constitution of the Federal Republic of Nigeria.
- VI. Public procurement Act 2007
- VII. Relevant Accounting Standards: International Public Sector Accounting Standards (IPSAS), and the International Accounting Standards (IAS).

Observations/Findings

3.2.3 The Panel observed that the University was guided by the documents listed during the period under review.

Recommendations:

3.2.4 Panel recommends that the Bursary staff and all other officers involved in the handling of the university resources should get more familiar with the contents of the documents listed above as it affects their respective schedules.

3.2.5 The University may also organise seminar periodically, for the purpose of educating responsibility officers on the contents of extant laws and development thereon, relating to the university.

3.3 Funding Sources

Observation/Findings

3.3.2 The panel found from records made available that funds Received by the university in the period under from various sources are as shown in Table 5.1.

Table 5.1: **Sources of Funding for 2016 – 2020**

Funding Sources	2016	2017	2018	2019	2020	TOTAL
Personnel	4,329,194,377	5,106,125,569	4,489,632,716	5,217,660,279	404,955,610	19,547,568,551
Overhead	119,042,106	55,611,305	62,333,220	88,720,837	66,246,628	391,954,096
Capital	43,693,149	27,099,734	990,364,450	392,893,937	427,134,520	1,881,185,790
IGR	1,520,236,848	1,458,871,855	1,631,492,910	1,721,130,670	341,283,769	6,673,016,052
TETFund			2,679,094,962			2,679,094,962
Needs Assessment			2,166,962,962			2,166,962,962

Source: University's Financial Statements and other documents submitted by the Bursary Officials (App 16-20/3.3.1).

3.3.3 Personnel cost was found adequate in the payment of staff salaries.

3.3.4 The figure under personnel cost in 2019 included sum for the payment of earned allowances to University staff.

3.3.5 The government migrated the payment of Universities' staff salary to the Integrated Payroll and Personnel Information System (IPPIS) with effect from February 2020.

3.3.6 Available records show that the University paid the sum of N404m as actual staff salary in January before IPPIS took over in the subsequent months.

3.3.7 The Overhead cost received by the University was grossly inadequate.

3.3.8 Though Capital grant received in the period was still less than the statutory allocation in most of the years, there was significant increase over the 2011-2015 period. This is encouraging on the part of the government as part of efforts to improve the quality of education.

3.4 Budgeting: Planning and Control

The major control tool of financial management of any entity is the Budget. The University operates a structured budgeting system. Bound copies of budgets for each of the years of the period under review were presented and sighted.

Observation/Findings

- 3.4.2** The Panel noted the continuous improvement in the budgeting system of the University.
- 3.4.3** The University budgets for the period were approved by the Council. This is consistent with provisions in Section 8 of the University's Act. Excerpts of Council meetings where budgets were approved were presented and sighted (App 16-20/3.4.2).
- 3.4.4** The budget preparation follows logical procedure (See Appendix 16-16-20/3.4.3).
- 3.4.5** The budget process shows it is all inclusive and participatory as submissions were made by the Units, Departments and Colleges. Opportunities were also provided for all the budget holders to defend before the University's budget committee.
- 3.4.6** Through interactions with some stakeholders, particularly the Unions, Panel found that many do not understand the concept and process of budget in the University thus breeding some grudges and animosity from some budget holders who are either heads of departments or deans of colleges and the university management.
- 3.4.7** The ratio of expenditure on academic to non-academic in the budgets for the period was averagely 60% to 40% (3:2) respectively. This implies that the university focuses its resources on core mandates of teaching and research

Recommendations:

- 3.4.8** The Panel recommends that this trend which is in line with global best practices and provision of the University's Act should be sustained. The University should regard budget as the ultimate authority to incur expenditure and meet revenue target.
- 3.4.9** The ratio of expenditure on academic to non-academic should be sustained and improved upon.
- 3.4.10** The inclusiveness of the budget process should be made deeper for better understanding by all.
- 3.4.11** The University may organise basic financial management education in form of workshop, to Deans of Colleges and Heads of department, on financial and budget processes in the university so as to reduce misconception and subsequent animosity.

3.5 Budget Performance

As a performance evaluation review to determine management efficiency in the operation of budgets, budget performance report is prepared. The purpose is to compare actual performance with the plan in a specific period.

Observations/Findings:

- 3.5.2** The University prepared budget performance reports for each of the years under review.
- 3.5.3** The budget performance reports were for a stretch of the year.
- 3.5.4** Summaries of Yearly Budget Performance are presented in Tables 5.2 and 5.3.

Table 5.2: Budget Performance (Revenue from government regular subvention and IGR sources) for 2016 – 2020

Year	Budget (₦) from all Sources	Actual (₦) from all Sources	Variance (₦)
2016	6,827,272,972.00	6,079,110,879.83	(748,162,092.17)
2017	6,972,308,850.00	6,336,938,777.80	(635,370,072.20)
2018	6,330,692,010.21	6,333,314,735.22	2,622,725.01
2019	7,356,376,617.40	6,421,133,355.06	(935,243,262.34)
2020	6,517,399,388.00	5,613,717,198.07	(903,682,189.93)

Table 5.3: Budget Performance (Expenditure from regular government subvention and IGR funding) for 2016 – 2020

Year	Budget (₦) from all sources	Actual (₦) from all sources	Variance (₦)
2016	6,862,990,386.37	5,881,401,151.24	-981,589,235.13
2017	7,149,466,225.58	6,442,313,836.68	-707,152,388.90
2018	6,683,788,576.22	6,352,124,199.36	-331,664,376.86
2019	6,421,133,395.06	6,612,726,971.91	191,593,576.85
2020	5,613,717,198.07	6,171,490,279.48	557,773,081.41

Source: Extracts from the university records of budget performance

- 3.5.5** The budget performance report shows negative variance in IGR for all the years in the period except 2019. This means there were less revenue made compared to plan.
- 3.5.6** The 2020 IGR was reported to be abysmally low due to the covid-19 pandemic influenced lock-down.
- 3.5.7** Detailed Review shows that personnel cost received was adequate to pay salaries, though in 2017 and 2018, the amount received fell short of allocation.
- 3.5.8** The overhead cost received was less than allocation in the period except in 2016. This would have put some pressures on IGR to augment what was released.
- 3.5.9** Generally, the University had less in overhead grant allocation and releases for the period when compared with the earlier period of 2011-2015.
- 3.5.10** A detailed review of capital grant shows increase in the amount received by the University over the last period of 2011-2015. This the Panel views that this may be due to migration to Federal Ministry of Agriculture as the Funding Ministry.

Recommendations:

- 3.5.11** It is recommended that budget performance review should be done on at most quarterly basis. This will make possible early detection of probable limiting factor in the budget, it will also reveal variances in the comparison, the causes of which should be investigated to guide the future.
- 3.5.12** The University has the potentiality to meet up and expand its internally generated revenue (IGR). The University should latch on the natural agrarian nature of its location to boost food production, offer extension services to the entire state and indeed the whole of south west, being the only University of agriculture in the zone.
- 3.5.13** The University should endeavour to turn its vast expanse of uncultivated and fallow land into wealth creation. This may be possible through the Directorate of University Farms (DUFARMS), an IGU of the University. The Panel recommends that the activities of DUFARMS should be market driven to generate optimal revenue for the University.
- 3.5.14** The Panel also found that the University has a well-equipped and professionally staffed Biotechnology Centre which has the capacity to support the revenue-driven efforts of the University if developed and empowered to operate fully as a revenue generating unit. A similar situation goes for the University's World Bank fully funded Centre of Excellence in Agricultural Development and Sustainable Environment (CEADESE). It was reported to the Panel that the Centre alone has equipment and facilities estimated to worth more than N500m according to the Deputy Director of the Centre Dr. Adeboye Fafiolu who conducted the Panel round the Centre. The potential fortunes of these two centres with their respective sophisticated equipment are enormous.
- 3.5.15** It is recommended that budget performance review should be done at most on quarterly basis. This will make possible early detection of probable limiting factor in the budget. It will also reveal variances in the comparison, the causes of which should be investigated to guide the future.
- 3.5.16** The government should assist the University achieve the objective of food security and employment by not only increasing its capital allocation, but ensure that whatever is allocated is released fully and timely to meet the desired purpose.
- 3.5.17** The university requires initial funding support to be able to realise its internally generated revenue (IGR) potentiality to the fullest. This will position the university to contribute more of its operating surplus to the Consolidated Revenue Fund.
- 3.5.18** Everyone in the University should see budget as instrument of authority which should not be violated. Circumstances that may warrant over expenditure should be presented to Council for supplementary approval.
- 3.5.19** Causes of variances should be investigated and reported to guide the future. Variances may occur as a result of human error poor judgement, over ambition or change in economic conditions.

3.6 Budget Monitoring Committee

Observations/ Findings:

- 3.6.2** Panel observed that the University continues to have the Budget Monitoring Committee (BMC) in consonance with the 2009 Agreement between the Federal Government of Nigeria (FGN) and the Universities' Staff Unions.
- 3.6.3** The purpose of the BMC is to enforce discipline and ensure budget performance on NEEDS assessment funded projects and to report on same to Council.
- 3.6.4** The BMC in FUNAAB was found to be meeting only as may be scheduled rather than as stipulated in its Terms of Reference.
- 3.6.5** From the reports and minutes of meetings of BMC obtained and reviewed, it was observed that the BMC in this University goes beyond its mandate and meddles in other budgetary and financial matters beyond NEEDS assessment funded projects.
- 3.6.6** Panel was unable to ascertain if indeed the reports and observations of the BMC are considered and acted upon by the University.

Recommendations:

3.6.7 Panel recommends that the BMC reports should be taken with commitment and report of implementation of the observations or suggestions be specifically documented.

3.6.8 Panel recommends regular quarterly meetings of the BMC for effectiveness.

3.6.9 Panel also recommends that BMC should work within its mandate, report and monitor actions of management for effectiveness.

3.7 Schedule of Income Generating Units (IGUs) And Their Structures

Observations/Findings:

3.7.2 The income generating units as presented to the Panel are

- a) FUNAAB International School
- b) FUNAAB Industrial Park (IPU)
 - i. FUNAAB Honey
 - ii. FUNAAB Drinks
 - iii. FUNAAB Bakery
 - iv. FUNAAB Roots & Tubers
- c) FUNAAB Consult
- d) Directorate of University Farms (DUFARMS)
- e) FUNAAB Guest House
- f) FUNAAB Green Guest House located outside the campus at a GRA in Abeokuta
- g) INHURD: for Pre-degree and JUPEB
- h) Directorate of Part-time Programmes
- i) FUNAAB Micro-Finance Bank

3.7.3 Each of these units was visited to confirm existence and fulfilment of purpose.

3.7.4 At present, records made available and reviewed show the IGUs are not performing to the optimum hence unable to make significant impact to the University's revenue.

3.7.5 The INHURD that used to be a star IGU and "revenue cow" for the university declined in activities following government directive to discontinue with social and management courses in preference for courses reflecting the University's core object as a specialised institution.

3.8 Governance Structure of IGUs

3.8.2 All IGUs have respective governing boards appointed by the Vice-Chancellor and each prepares periodic financial reports and other reports as may be required from time to time to the Vice-Chancellor and the Governing Council.

3.9 ACCOUNTABILITY SYSTEM IN THE INCOME GENERATING UNITS (IGUs) AND GOVERNANCE STRUCTURES

Observations/Findings:

- 3.9.1 Each IGU has resident Accountant that carries out financial operations in the Unit and reports to the Bursar.
- 3.9.2 Internal Audit Unit carries out pre-payment audit function on all payment made by the IGUs.
- 3.9.3 Assets purchased in IGUs are verified by Internal Audit and are captured in the asset register.
- 3.9.4 Board of IGUs reports to the Vice-Chancellor and Governing Council.
- 3.9.5 Internal Audit writes periodic report on the operations of the IGUs and reports to the Vice-Chancellor.
- 3.9.6 External Auditors also writes report on IGUs in the course of Statutory Audits.
- 3.9.7 Results of operations of IGUs are incorporated into the University financial statements.

Recommendation:

- 3.9.8 The accountability system in the IGUs were noted to be adequate in the circumstance and should be sustained.

3.10 Internally Generated Revenue (IGR)

Observations/findings:

- 3.10.1 The Panel observed that the university's IGR is derived from the following:
 - VI. Student Service charges from undergraduate students
 - VII. Post graduate tuition fees
 - VIII. Investment income
 - IX. Income from the Income generating Units
 - X. Other Income.
- 3.10.2 The Panel observed that all the IGR activities were within the objects of the university as enshrined in the Federal Universities of Agriculture Act Section 2 (3 a-m).
- 3.10.3 The Panel observed that the University does not charge tuition to its full time undergraduate students.
- 3.10.4 The Panel found from the records reviewed that the university generated sum of over N6.673b as IGR during the period under review. This amounts to about 21.3% of the total funding received in the period.
- 3.10.5 IGR was used to augment personnel cost, and largely, overhead and capital expenditure.
- 3.10.6 As noted earlier in 3.4.11, the Panel is of the opinion that the University has the potentiality to meet up and expand its internally generated revenue (IGR).

Recommendations:

3.10.7 The Panel recommends that the University should take steps to increase its IGR with the following suggested approaches on its Income Generating Units (IGUs):

- VII. Adopt Business model for the IGUs' efficiency;
- VIII. Allocating to each unit revenue target based on their revenue potentiality;
- IX. Each unit to operate at a level that guarantees coverage of its variable costs including nominal rent and its capital expenditure;
- X. Every IGU management should be challenged to make its operation market competitive based;
- XI. Reposition its farm for better productivity; and
- XII. The Industrial Park unit of the university appears to have huge revenue generating capacity if overhauled and better managed.

3.10.8 The panel also recommends that the university should latch on its scientific and research capability with a view to boosting food production, creating employment within the immediate community, expanding IGR and ultimately, increasing contribution to the Consolidated Revenue Fund (CRF).

3.11 Financial Authorities/Thresholds

Observations/Findings:

3.11.1 Financial approval thresholds for the University during the period under review were as shown in Table 5.4.

Table 5.4: Financial Thresholds for 2016 – 2020

S/NO	DESCRIPTION	AMOUNT (₦)
1	Head of Academic Department	25,000.00
2	Deans and Directors	60,000.00
3	Principal Officers	150,000.00
4	Vice-Chancellor: i) Goods and Services ii) Minor Works (on behalf of University Council)	<i>Less than</i> 2,500,000.00 5,000,000.00
5	Tender's Board: i) Goods and Services ii) Works	50,000,000.00 250,000,000.00

Source: App. 16-20/3.11.1

3.11.2 The financial threshold as established was being complied with and within the guideline of the Public Procurement Act 2007.

Recommendation:

3.11.3 The university should keep up the compliance; with the set threshold as prescribed by the 2007 Public Procurement Act; other extant regulations; and directives.

3.12 Sources of Funding**Observation/Finding:**

3.12.1 The University derived its funding during the period under review from the following sources

A. GOVERNMENT SUBVENTIONS:

- i) Federal Government Personnel Cost Grant
- ii) Federal Government Overhead Cost Grant
- iii) Federal Government Capital Cost Grant

B. SPECIAL FUND

- i) Tertiary Education Trust Fund (TETFUND)
- ii) Needs Assessment

C. Internally Generated Revenue (IGR):

- i) Income from IGUs
- ii) Receipts from students

D. Endowment/Donation**3.13 Financial Statements:****Observations/Findings**

3.13.1 The financial statements of the University for the period under review were statutorily audited and approved up to year 2018. The Financial Statements for 2019 and 2020 were not yet finalised and audited. The External Auditors engaged and approved by Council in the period are as shown in Table 5.5.

Table 5.5: External Auditors of FUNAAB for 2016 – 2020

S/N	NAME OF AUDITORS	PERIOD AUDITED
1	Benjamin Akanji Omonayajo & Co	2016
2	Dare Omosebi & Co	2017-2018

3.13.2 The appointment of the External Auditors was consistent with the provision of Financial Regulation 3210.

3.13.3 The approval by Council for the appointment of the statutory Auditors is consistent with provisions of Section 8(4) of the Federal Universities of Agriculture Act establishing the University.

3.13.4 The Auditors issued clean opinions on the financial statements for the relevant years audited in the period under review after evaluating the overall adequacy of the

presentation of information in the financial statements and assessing whether the University's books of accounts had been properly kept.

- 3.13.5 The Panel obtained evidence that copies of financial statements and domestic reports for the years audited in the period under review were submitted to the Office of the Auditor General for the Federation.
- 3.13.6 Same accounting policies were applied for all the years under review.
- 3.13.7 Accounts were prepared under International Public Sector Accounting Standards (IPSAS) Accrual. FUNAAB converted its financial statements to IPSAS with effect from January 2016 in line with Federal government directive on migration to IPSAS accrual.
- 3.13.8 The Panel obtained that staff were being trained on IPSAS being the current standards applicable to Public Sector financial management.
- 3.13.9 Following IPSAS requirement, certain agricultural assets are now classified as Biological Assets.
- 3.13.10 Panel obtained information that there was approval for the training of 50 members of staff on IPSAS. This however could not hold as a result of the Covid-19 pandemic.
- 3.13.11 It was further observed that some officers of bursary have been attending training sessions on International Public Sector Accounting Standards (IPSAS) Accrual provided by ICAN and the provider of AdmonBursary software.
- 3.13.12 Animals in the Zoo and those held for research were not captured as part of biological assets in the accounts. The implication is that loss of any animal under any circumstance may not be known to the management.
- 3.13.13 The litigation with respect to the payment made in 2010 in the sum of the Twenty-Seven Million Naira (N27,000,000) only for rent on a property in Abuja where the University is the Plaintiff still persists as at the end of the period. The case is now being challenged at the Appeal Court. University treats it as debtor in the books of account but with no provision for doubtful debt.
- 3.13.14 Panel obtained information that Council had directed the University Management to refer the matter to ICPC to unravel the culpable persons in the payment and receipt of the money (App 16-20/3.14.14).
- 3.13.15 As noted in the 2011 -2015 review period, payment in the sum of one million and fifty naira only was made by FUNAAB for the purchase of two cubs in 2012 meant for its Zoo Park.
- 3.13.16 The lions were still being kept in the Zoo of the University of Ibadan from where they were purchased till the end of the period under review.
- 3.13.17 Panel obtained explanations from the Director of the Zoo Park that the animals were left in University of Ibadan Zoo because the cage in FUNAAB were unsuitable to hold them (App. 16-20/3.14 .17).
- 3.13.18 The Panel was informed by the Director of the Zoo Park that the animals had grown to adulthood as at time of the Panel's visitation.

Recommendations:

- 3.13.19 The University should endeavour to undertake statutory audit of its financial statements timely and as required by FR 3210(v).
- 3.13.20 Arrangement should be made with the authority of University of Ibadan for a sell-back of the animals and the proceeds used to purchase another set of lion cubs.
- 3.13.21 A suitable cage to hold the lions should be built.
- 3.13.22 All Biological items not for disposal within one year should be classified as non-current assets and treated as recommended in IPSAS 27 and IAS 41.
- 3.13.23 The Panel recommends that scheduled training aborted by the Covid-19 pandemic should be revived and concerned staff allowed to take the benefits.
- 3.13.24 The University should have a policy of continuous training for its staff especially on public sector financial management.
- 3.13.25 No efforts should be spared to ensure that University recovers the money paid on Abuja property. Investigation should also be carried out to find if due diligence was followed and the possibility of internal connivance.
- 3.13.26 Anyone found to have been involved in a sharp practice to short change the University in the transaction should be made accountable accordingly.
- 3.13.27 The Panel also recommends that in view of the treatment of the controversial payment as debtor in the accounts and the uncertainty of the outcome of the litigation on the matter, there should be provision for doubtful debt in the account.

3.14 Domestic Reports/Management Letters for the Period

Observations/Findings:

- 3.14.1 The internal control weakness in the accounts as observed by the External Auditors were highlighted.
- 3.14.2 Management responded to issue in the management letters.
- 3.14.3 A number of issues were yet to be resolved even when they were noted by the University.

Recommendations:

- 3.14.4 All internal control issues noted in the domestic reports should be taken with commitment.
- 3.14.5 The Internal Audit should be directed to enforce compliance and non-compliance or infraction should be reported to the Vice-Chancellor.

3.15 Internal Audit Report

A pre-requisite of Accountability is a proper internal audit.

Observations/Findings:

- 3.15.1 The University has a well-structured Internal Audit Directorate with 26 members of staff of whom, 25 of them are professionally qualified accountants. This is pleasing to the Panel.
- 3.15.2 The Internal Audit functions as management control to enforce controls and compliance to all financial regulation and internal control procedure of the Unit.

- 3.15.3 The Internal Audit is headed by a director who functions independently of the Bursary and reports directly to the Vice-Chancellor.
- 3.15.4 The Internal Audit Directorate does not have domestic operational manual but draws its standard operating procedures (SOP) from the following:
- (v) Audit Plan/Programme of works for each prepared by the Directorate and approved by the Vice-Chancellor;
 - (vi) Uniform Internal Audit Manual for Nigerian Universities produced by Committee of Heads of Internal Audit department/Unit in Nigeria Universities;
 - (vii) Internal Audit guide from Audit Monitoring Department of the Office of Accountant General of the Federation; and
 - (viii) Financial Regulation of the Federal Republic of Nigeria.
- 3.15.5 The bound internal audit reports for the period 2016-2020 were sighted.
- 3.15.6 The reports confirm that the directorate functions to enforce compliance with a view to preventing or minimizing infractions.
- 3.15.7 It is necessary to note that the directorate carries out Price intelligence and survey for efficiency.
(see App.16-20/3.16.7)

Recommendations:

- 3.15.8 Training of staff on contemporary audit techniques and on all public sector financial management reforms of the federal government of Nigeria is recommended.
- 3.15.9 Purposive audit software to enhance the effectiveness and efficiency in the Unit.
- 3.15.10 The internal Audit as a management control function, should always ensure value for money of the University.
- 3.15.11 The Internal Audit should do everything possible to confirm ownership and existence of the University.
- 3.15.12 All assets acquired and not physically accessible for inspection should be deemed to have been illegally disposed of, and the officer concerned with related schedule should be held accountable.
- 3.15.13 The Vice-Chancellor should always support the Internal Audit to demand compliance.
- 3.15.14 The Internal Audit should be supported with IT facilities to enhance its efficiency.

3.16 Fixed Assets Registers:

The purpose of maintaining a fixed asset register is to keep track of the history of assets from acquisition to disposal to prevent loss. It is a useful means of easily identifying the items within the University by assigning each item a unique identification number or code.

Observations/Findings

- 3.16.1 In compliance with the Visitors directives from the earlier visitation, the University continued to have University Wide Fixed Asset Register for each year of the period under review and this is commendable.
- 3.16.2 The University continued with the efforts as observed in the 2011-2015 review period.
- 3.16.3 The current efforts of the University on asset inventory, tagging/coding and registration are consistent with Finance Circular reference: FMF/F&A/ATMP/CI of 7th March, 2017. It is also part of the process of migrating to IPSAS Accrual.
- 3.16.4 The Panel observed that good population of Assets are marked or engraved with identification tag.
- 3.16.5 There are few cases of omission of the identification and this was pointed to the relevant University officers.

Recommendations:

- 3.16.6 Compliance with the Visitor's directive on fixed assets register should be sustained.
- 3.16.7 All items of fixed assets yet to be marked should be identified immediately and marked upon as appropriate.
- 3.16.8 The internal audit as management agent should develop a template to ensure that fixed assets acquired are engraved/marked upon and entered into the fixed assets register before voucher for payment for such acquired asset is passed.

3.17 Accounting Packages

3.17.1 Accounting package is a tool used to record the flow of transactions and to present the financial position. With it, transactions can be, recorded, report generated and account balances monitored among other things. Due to the complexities of transactions of a University of FUNAAB status, a package or software that is robust, easy to use for accounting and academic operations is required.

Observations/Findings

3.17.2 The current software in use in the bursary during the period under review is ADMONBURSARY. This is a software built to cater for complete bursary's accounting activities other than staff personal emolument.

3.17.3 The software was procured in 2005.

3.17.4 The software was reported to be mal-functioning in the period under review.

Recommendation:

3.17.5 A cloud-based Enterprise Resource Program (ERP) ideal for a contemporary IT environment should be procured.

3.18 Insurance policies against risks:

3.18.1 Insurance is a prudent financial management tool in managing assets. It reduces the financial impacts of loss or damage to assets or human beings.

Observations/Findings:

3.18.2 In the period under review, the University had a policy on insurance. Risks insured were:

- i) Fire and Allied perils for buildings and equipment;
- ii) Comprehensive and Third-party insurance for motor vehicles; and
- iii) Tertiary Institution students Health Insurance Programme (TISHIP).

(See appendix 16-20/3.19.2)

3.18.3 Certain risks were not yet covered. These include agricultural risks on plants farms and livestock. Also not covered were occupational hazard insurance for staff.

3.18.4 The University appointed many underwriters for the purpose of risk spreading and loss reduction when claims arose. This is commendable.

Recommendations:

3.18.5 The University's efforts at mitigating loss through insurance is commendable and should be sustained.

3.18.6 The Panel recommends to the Visitor to direct the Ministry of Agriculture and Rural Development to arrange with Nigeria Agricultural Insurance Corporation (NAIC) to undertake agricultural insurance in the University as appropriate.

3.18.7 The University should also include as part of risks insured, Public Liability Insurance. This becomes necessary in view of the fact that the University operates a Zoo. For example, a member of the public attacked by a straying animal may bring action against the University.

3.19 Challenges to the Efficient Performance of Bursary Functions

Observations/Findings:

3.19.1 The following are the major challenges encountered by staff of the Bursary Department in the discharge of their duties as obtained from the University Bursar and reviewed by the Panel.

- (ix) Irregular electricity supply which made it very difficult to produce reports timely.
- (x) Lack of office equipment particularly Desktop computers and Lap tops. Most of the computers are very old and non-functional while some staff do not have any to work with.
- (xi) Inadequate office space and furniture. The Bursary would require a different building dedicated to bursary operations.
- (xii) Dearth of pupil Accountants. The succession plan is very uncertain.
- (xiii) No archives for proper storage of accounting records.
- (xiv) No spacious Central Store. There is a need for a Central University Stores.
- (xv) The bursar remarked as "very unrealistic and irregular Remita System, lack of Bank Statements for Treasury Operations and Reconciliation. The Accountant-General of the Federation (AGF) and Central Bank of Nigeria (CBN) have not been able to fix the problem. This constitutes a very big risk to treasury operations and may provide opportunities for fraud".
- (xvi) Malfunctioning AdmonBursary accounting software.

Recommendations on Challenges:

3.19.2 With reputable ERP, all financial and academic information should be linked. Management should look into this as a priority to enable the bursary function as finance department of a 21st century university.

3.19.3 Modern and functional contemporary work tools should be provided.

3.19.4 There is need for intranet to drive automated flow of transactions.

3.19.5 There is need for reliable back-up for the bursary.

3.19.6 All Accountants must be skilful in IT hence require training on continuous basis.

3.19.7 The University should be assisted with funding to acquire work tools and equipment.

3.19.8 The University management should present proposal on staff progression to Council.

3.19.9 Management should look into the issue of central store for the purpose of control, economy, efficiency and effectiveness in the purchase and consumption of goods.

3.19.10 The University through its Council may approach the Rural Electrification Agency for inclusion in its Energising Education Programme (EEP).

3.19.11 All limiting factors to TSA emanating from remita system or the CBN should be looked into by the Federal Ministry of Finance (FMF) and the Office of Accountant General of the Federation (OAGF)

3.20 Unretired Cash Advance

Schedule of unretired Cash Advance for the period under review was obtained.

Observations/Finding

3.20.1 As at December 2020, a total sum of N10,746,112.00 as Cash Advance was due for retirement. Some have been due for retirement for upward of five years (**Appendix 16-20/3.21.1**).

Recommendations:

- 3.20.2 Reasons for the long existence of cash advance need to be investigated. There is probability among others, that the money was not used for the purpose it was obtained.
- 3.20.3 In line with the provisions of Financial Regulation (FR) of the Federal Government of Nigeria, officers responsible for the advance accounts and records must examine such records each month and are also responsible for bringing to the notice of the Accounting Officer (Vice –Chancellor), any item which are overdue for settlement (FR 1404 (iii) refers).
- 3.20.4 In compliance with the terms of FR 1420, the Vice-Chancellor as the Chief Accounting Officer should ensure that all advances granted to officers are fully recovered.
- 3.20.5 The University should ensure that all overdue advances are recovered without delay. Anyone whose name appears in the schedule of unretired advances should be made to retire immediately.
- 3.20.6 Deductions of value of the unretired advance from the salary and any other personal emolument of the affected members of staff should commence immediately. It should be noted that the lack of any advice regarding retirement of any advance does not absolve an officer from repayment or retirement of such advance.

3.21 Cash Flow Statement

3.21.1 The primary purpose of cash flow statement is to provide information about cash receipts, cash payments, and the net change in cash during a period. Cash flow shows how cash streams into the system and how it is spent over a period of time.

Observations/Findings:

3.21.2 The Panel found that the University did not prepare cash flow statement as part of its internal reports for the period under review.

3.21.3 The University had statement of Cash/Bank Balances on weekly basis submitted to the Vice Chancellor. This only shows the stock or static positions of Cash/Bank Balances at a point in time. The implication is that the trail of flow between inflows and outflows are missing.

3.21.4 The garnishee orders observed in the period 2011-2015 were vacated in 2017 through court process. The court judgement on this was presented and sighted (See A-pp 16-20/3.22.4).

3.21.5 The Panel found that the garnishee orders came about as a result of due diligence failure in a BOT arrangement which was later cancelled and resulted in a litigation. See Chapter 6 of report for detailed information.

Recommendations:

3.21.6 To facilitate proper planning and to ascertain the solvency position of the University, it is desirable and so recommended to prepare cash flow statement on periodic quarterly basis.

3.21.7 Proper due diligence is important and should be ensured in all dealings by the university to avoid loss of valuable resources in money, time and opportunities.

3.22 Bank Reconciliation Statement

Observations/Findings

3.22.1 The University prepared bank reconciliation for the period. The reconciliation reports were signed by the preparer and checked by a superior officer.

3.22.2 The bank reconciliation was reported on by the Internal Audit Unit and there was evidence of sighting by the External Auditors. The reconciliation statement for December 2020 was outstanding as at time of visitation by the Panel.

3.22.3 A difference of 298,206,411.74 which occurred in 2017 between the ledger and CBN balances still existed till the end of 2020. The balance as per CBN statement is higher than ledger balance. This requires investigation and reconciliation efforts so as not to create misleads in the account. This was noted by the External Auditors in the Domestic report of 2017 (16-20/16-20/3.23.1).

3.22.4 The University through the Bursar has written to the CBN to lodge complaint about this to the Accountant General but no action was taken yet.

Recommendations:

- 3.22.5 The University should exert more efforts to ensure that the difference in both the ledger and the CBN statement is reconciled without delay so as not to create a distortion on the opinion about the Financial Statements.
- 3.22.6 In addition to the letter written to the Accountant General of the Federation, a letter should also be done to the Central Bank of Nigeria (CBN) and System Specs, the owner of remita (the platform for TSA).

3.23 Compliance with the Fiscal Responsibility Act

Compliance with the Fiscal Responsibility Act on remittance of percentage of IGR to CRF.

Observation/Finding

- 3.23.1 Evidence of compliance with the directive on remittance of part of IGR to CRF was sighted. This is commendable.

Recommendation

- 3.23.2 The University should keep up this gesture of responsibility in compliance with government directives and extant Regulations.

3.24 Compliance with Tax Statutes in respect of deductions and remittances.

Observation/Finding

- 3.24.1 The Panel obtained evidence of compliance in respect of deductions and remittances of:
- (v) Pay As You Earn (PAYE) to OGIRS.
 - (vi) Withholding tax deductible and payable to FIRS.
 - (vii) VAT payable to FIRS.
 - (viii) Stamp duties deductible and payable to CRF.

Recommendation

- 3.24.2 This practice of compliance with regulations should be sustained.

3.25 List of Bankers

- 3.25.1 List of bankers for the period and their respective address are shown in Table 5.6.

Table 5.6: Bankers of the University for 2016 – 2020

S/N	BANK NAME	ADDRESS
Year 2016		
1	Central Bank of Nigeria (CBN)	Abeokuta, Ogun State.
2	FUNAAB Micro Finance Bank (FMFB) Ltd	FUNAAB, Alabata, Abeokuta.
3	Access Bank Plc	Abeokuta, Ogun State.
4	United bank for Africa (UBA) Plc	Abeokuta, Ogun State.
5	Zenith Bank Plc	Abeokuta, Ogun State.
6	Guaranty Trust Bank Plc	Abeokuta, Ogun State.
7	Union Bank Plc	Abeokuta, Ogun State.
8	WEMA Bank Plc	Abeokuta, Ogun State.
9	Polaris Bank Plc	Abeokuta, Ogun State.
10	Diamond Bank Plc	Abeokuta, Ogun State.

S/N	BANK NAME	ADDRESS
Year 2017		
1	Central Bank of Nigeria (CBN)	Abeokuta, Ogun State.
2	FUNAAB Micro Finance Bank (FMFB) Ltd	FUNAAB, Alabata, Abeokuta.
3	Access Bank Plc	Abeokuta, Ogun State.
4	United bank for Africa (UBA) Plc	Abeokuta, Ogun State.
5	Zenith Bank Plc	Abeokuta, Ogun State.
6	Guaranty Trust Bank Plc	Abeokuta, Ogun State.
7	Union Bank Plc	Abeokuta, Ogun State.
8	WEMA Bank Plc	Abeokuta, Ogun State.
9	Polaris Bank Plc	Abeokuta, Ogun State.
10	Diamond Bank Plc	Abeokuta, Ogun State.

S/N	BANK NAME	ADDRESS
Year 2018		
1	Central Bank of Nigeria (CBN)	Abeokuta, Ogun State.
2	FUNAAB Micro Finance Bank (FMFB) Ltd	FUNAAB, Alabata, Abeokuta.
3	Access Bank Plc	Abeokuta, Ogun State.
4	United bank for Africa (UBA) Plc	Abeokuta, Ogun State.
5	Zenith Bank Plc	Abeokuta, Ogun State.
6	Guaranty Trust Bank Plc	Abeokuta, Ogun State.
7	Union Bank Plc	Abeokuta, Ogun State.
8	WEMA Bank Plc	Abeokuta, Ogun State.
9	Polaris Bank Plc	Abeokuta, Ogun State.
10	Diamond Bank Plc	Abeokuta, Ogun State.

S/N	BANK NAME	ADDRESS
Year 2019-2020		
1	Central Bank of Nigeria (CBN)	Abeokuta, Ogun State.
2	FUNAAB Micro Finance Bank (FMFB) Ltd	FUNAAB, Alabata, Abeokuta.
3	CBN - GIFMIS Personnel Account	Abeokuta, Ogun State.
4	CBN - GIFMIS Overhead Account	Abeokuta, Ogun State.
5	CBN - GIFMIS Capital Account	Abeokuta, Ogun State.
6	Zenith Bank Plc	Abeokuta, Ogun State.
7	Union Bank Plc	Abeokuta, Ogun State.
8	Citibank	CBN, FCT Abuja.

Observation/Finding

3.25.2 Panel found that the Independent and Corrupt Practices Commission (ICPC) in 2019 obtained an Ex-Parte Order from the Federal High Court in Abeokuta ordering the forfeiture of a sum of Two Hundred and Thirteen Million, Four Hundred and Four Thousand, Five Hundred and Six Naira, Ninety-one kobo (N213,404,506.91) to the Federal Government of Nigeria, for non-compliance with the directive on Treasury Single Account (TSA). The said sum was eventually taken out of the University's account in the CBN as ordered by the court in favour of the Federal Government in September 2020. Excerpt of the CBN statement and copy of the Ex-Parte Order form ([appendix 16-20/3.26.2](#)).

Recommendation

3.25.3 The University is advised to, and should, close all accounts with deposit money banks (DMB), and balances transferred to Treasury Single Account (TSA) in the Central Bank of Nigeria (CBN) in compliance with Treasury Circulars reference: (iii) TRY A12 & B12/2018 OAGF/CAD/026/V.111/324: Non-compliance with Presidential directive and circular on TSA; and

(iv) TRY A9 & B9/2015 OAGF/CAD/026/V.III/354: Guidelines on the implementation of TSA/E-Collection.

CHAPTER 6

TERMS OF REFERENCE 4

To investigate the applications 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

4.0 Introduction

The judicious application of funds is critical to the University. In this chapter, the panel presents its findings of investigating the applications of funds in the University during the period under review.

4.1 Documents Requested and Reviewed

4.1.1 The Panel requested and reviewed the following

- I. The University Annual reports
- II. The Audited Financial statements for the period
- III. The University Master Plan
- IV. The Assets Register
- V. Minutes of Council Meetings
- VI. Minutes of Tenders' Board Meetings
- VII. Minutes of the Procurement Planning Committee
- VIII. Submissions of the Bursary on funds allocation and received in respect of regular subvention, special intervention fund, donation/endowment and loans.
- IX. Submissions from the physical planning department on project implementation.
- X. Submissions by the director procurement unit.
- XI. Submissions by the director works and services department.
- XII. Submissions by the project management unit
- XIII. Minutes of meetings of the Budget Monitoring Committee.
- XIV. Contract register

4.2 Sources of Funding

Observations/Findings:

4.2.1 As noted in the report of the immediate last period (2011-2015), the University funding sources are as follows;

- I. Personnel Cost Grant: A matching grant to pay salaries of staff payrolled from the approved nominal roll of the university.
- II. Overhead Cost Grant: To meet the general administrative and running expenses, direct teaching and laboratory cost (DTLC) having direct impacts on teaching of students, research and library costs.
- III. Capital Grant: For the physical projects and infrastructural development.

- IV. TETFund Intervention: To fund physical project development facilities maintenance, staff training and development, conference attendance, research, library development and publication.
- V. NEEDS Assessment/Revitalisation Fund. To fund Physical projects and equipment, and capacity building for the academic staff.
- VI. Special grant and Intervention: Specially and purposively for specific projects.
- VII. Internally Generated Revenue (IGR). To fund expenditure found wholly, necessary, exclusive and reasonable to keep the university running and growing.
- VIII. Endowment/Donation.

4.2.2 The panel found from records made available that funds Received by the university in the period under various sources are as shown in Table 6.1.

Table 6.1: Sources of Funding for 2011 – 2015

Funding Sources	2016	2017	2018	2019	2020	TOTAL
Personnel	4,329,194,377	5,106,125,569	4,489,632,716	5,217,660,279	404,955,610	19,547,568,551
Overhead	119,042,106	55,611,305	62,333,220	88,720,837	66,246,628	391,954,096
Capital	43,693,149	27,099,734	990,364,450	392,893,937	427,134,520	1,881,185,790
IGR	1,520,236,848	1,458,871,855	1,631,492,910	1,721,130,670	341,283,769	6,673,016,052
TETFund	2,679,094,962					2,679,094,962
Needs Assessment	2,166,962,962					2,166,962,962

Source: University's Financial Statements and other documents submitted by the Bursary Officials.

4.3 Application of funds

4.3.1 Personnel Grant

Observation/Findings:

- 4.3.2 The Panel Observed that grants for personnel costs for each year of the period under review were received and applied in the payment of staff salaries.
- 4.3.3 The records did not show anyone was being owed arrears of salaries. This implies that the grant was used for the purpose it was meant.

Recommendations:

- 4.3.4 The Panel recommends that university should keep complying with the instructions of government with regards to prompt payment of staff salaries.
- 4.3.5 The University should be consistent in applying the personnel cost grant strictly for the salaries of persons on approved payroll.

4.4 Overhead Cost grant

Observations/Findings:

- 4.4.1 Records presented and reviewed show that overhead cost grant received was used for general administrative expenditure of recurrent nature and the Direct Teaching and Laboratory Cost (DTLC).
- 4.4.2 The DTLC is a fund embedded in overhead cost grant to support laboratory activities in consumables, reagents, simple tools and apparatus.
- 4.4.3 Government allocation over the period was not sufficient for the running of the university. The amount of the overhead cost grant was found meagre when compared to the reported expenditure of the university. The DTLC is limited in how far it can support the laboratory activities in the University.
- 4.4.4 IGR was used to augment the meagre overhead grant.

Recommendation

- 4.4.5 Panel recommends a substantial increase in the allocated and released amount for overhead for general expenditure and the DTLC in the light of rising inflation, so as to reduce the burden on IGR which otherwise can be used to address the pressing physical developmental challenges of the university.

4.5 FGN Capital Grants

Observations/findings:

- 4.5.1 Panel found that Capital grants were used for acquisition of capital physical projects and equipment in process consistent with Regulations.
- 4.5.2 The Panel found that capital grants received substantially increased when compared with previous period.
- 4.5.3 A total sum of N1.6billion was expended on 40 number of capital projects (**Appendix 16-20/4.5.3**).
- 4.5.4 Panel observed that in spite of capital grants releases, IGR was used to augment capital grants to finance capital development expenditure.

Recommendations:

- 4.5.5 The Panel recommends that the level of funding should be sustained to enhance the University's physical development, acquisition of capital equipment and other infrastructure.
- 4.5.6 The university should rearrange its priority such that capital projects take preference in the utilisation of its IGR.

4.5.7 All projects and equipment should be used for their purposes, maintained and preserved effectively.

4.6 TETFund Grant

Observations/Findings:

4.6.1 Total receipt by the University from TETFund during the period under review was N2.679b. It is to be noted that fresh release of fund from TETFund to any beneficiary institution is subject to the utilization and full and satisfactory retirement of previous release. This was considered efficient in the accessing and utilisation of fund.

4.6.2 The Panel noted that the component of Staff Training and Development (AST&D) in TETFund was disbursed to deserving members of staff. Staff across the University were sponsored to attend local and international conferences as well as obtained higher degrees at both foreign and local Institutions. List of beneficiaries' forms (Appendix 16-20/4.6.2).

4.6.3 Application of fund on award of contract for projects and AST&D were in line with dictates of TETFund and in compliance with due process.

Recommendation

4.6.4 Panel recommends that the University should keep up the efficiency in accessing and utilisation of TETFund releases with a view to maximising opportunities of TETFund for its development.

4.7 NEEDS Assessment Fund

Observations/Findings:

4.7.1 Panel found that NEEDS Assessment fund has the following components:

- i) Capital projects and
- ii) Capacity building

4.7.2 The University received a sum of N2.166billion in 2019 as the second tranche of NEEDS Assessment. The first tranche was received in 2014.

4.7.3 The Panel noted that expenditure from NEEDS assessment was done in line with extant Regulations and Fund instructions.

4.7.4 Award of contracts followed due process as stipulated by the Public Procurement Act (PPA), 2007.

4.7.5 A total sum of N56.117m out of the allocated sum of M 56.817m for capacity building had been disbursed to deserving members of staff for the purpose of capacity building.

Recommendations:

- 4.7.6 Panel recommends close monitoring of project execution to ensure that they are done and delivered according to terms of award.
- 4.7.7 Panel recommends proper maintenance internal control protocol to ensure that, the projects are used for their intended purposes so as to justify government investment, and that they are well preserved as assets as well mitigate any probable loss on them.

4.8 Loans for specific project

Observation/finding

- 4.8.1 The University did not obtain loan for any project in the period.

4.9 Build, Operate and Transfer (BOT) Projects

Observations/Findings:

- 4.9.1 The litigation on BOT initiated in 2010 and noted in the period 2011 - 2015 Visitation Report still persists.
- 4.9.2 The Panel after carefully studying documents made available and interacted with the relevant stakeholders on the BOT agreements, observed and hereby emphasises the following:
 - xviii) Proper background on the developers' track record on similar projects were not done;
 - xix) The audited accounts of the company were not checked;
 - xx) The Infrastructure Concession Regulation Commission (ICRC) was not involved before the University went ahead with the agreement;
 - xxi) All relevant stakeholders in the University were involved in the process leading to the agreement;
 - xxii) The source of funding for building the proposed Staff Quarters by PCG was not known to the University;
 - xxiii) The provision of adequate security by the company was not ascertained before the University made the advance payment of N80,000,000 (Eight Million Naira only);
 - xxiv) Even though the agreement required the houses to be constructed within one year, PCG failed to deliver on this agreement;
 - xxv) The PCG requested for the certificate of occupancy (C of O) of the land on which the project is to be sighted but this was declined by the University;
 - xxvi) The University later terminated the agreement for non-performance;
 - xxvii) PCG subsequently declared a dispute; In accordance with the terms of agreement of the contract, the dispute was referred to an Arbitration Panel;
 - xxviii) The Arbitrators awarded a sum of N1.06b against the University though, there was dissenting opinion;
 - xxix) Certain bank accounts of the University were also placed on Garnishee Orders as at the end of 2015 for the purpose of enforcing the arbitration decision by PCG;

- xxx) The Garnishee Order on University's account was vacated in 2017;
- xxxii) The University is currently challenging the award in the appeal court;
- xxxii) Records available and reviewed show that the BOT arrangement was not properly packaged as the terms of the execution would obviously be unfavourable to the university; and
- xxxiii) The Panel noted that the University cannot access, and thus is denied, the use of the space occupied by the buildings under construction. The buildings in their uncompleted state are unsightly for the environment of the university. Furthermore, the uncompleted buildings constitute security and safety risks for the university as they are covered by bushes.

Recommendations:

- 4.9.3 The current legal issues on the BOT should be vigorously and diligently pursued in order for it to be resolved as soon as possible to enable the University move on with such investment to achieve its purpose and to avoid further legal impairment on the university's resources.
- 4.9.4 More of BOT option should be explored by the universities especially in the construction of staff quarters and students' hostels.
- 4.9.5 All BOT transactions must follow due diligence including referring to the ICRC.
- 4.9.6 There must be adequate technical and feasibility studies to guarantee returns to the university.
- 4.9.7 Technical and financial evaluation of the BOT investors must be done to ensure capacity to perform.
- 4.9.8 The University should also investigate the possibilities of internal connivance in the entire transactions. This becomes necessary to avoid a repeat of actions that may impact negatively on the finances, stability, integrity and development of the University in the future.

4.9.10 Details of the BOT arrangement are reproduced as follows:

Proposed construction of 915-unit staff quarters under a 21-year Build, operate and Transfer (BOT) Agreement with Property Construction Group (PCG) Nigeria Limited

The University on the 4th October 2010 entered into an agreement with PCG in respect of the above subject with the following terms and conditions:

- I. Execution of BOT Agreement between the University and the Company;
- II. The BOT Agreement shall be in place for a period of 21 years within which the University shall fully repay the total construction cost/processing fee with an annual repayment of N300,000,000.00 (Three Hundred Million Naira only);
- III. The University shall pay the Company sums equal to 10% of the agreed monthly repayment fee as service charge for maintenance of the quarters during the BOT period;
- IV. The University shall execute a 21-year Lease Agreement in favour of the Company to cover the BOT period;

- V. The sum of N80,000,000.00 (Eighty Million Naira only) shall be paid to the Company as Commitment Fee immediately after the execution of the BOT Agreement, subject to the provision of adequate security by the Company;
- VI. The sum paid as Commitment Fee shall be deducted from the First Annual repayment due as he Company;
- VII. The Company is required to complete the construction of the 915-unit staff housing units within one (1) year (and practicably within six months) of the Company being in effective possession of the 800-hectatre project site; and

At the end of the 21-year BOT period, the Company would handover completely, the ownership of the 915-unit staff housing Quarters to the University.

4.10 Internally Generated Revenue (IGR)

Observations/Findings:

- 4.10.1 The Panel found from the records reviewed that the university generated sum of over N6.673b as IGR during the period under reviewed. This constitutes about 20.77% of funding received in the period.
- 4.10.2 IGR was used to augment personnel cost, and largely, overhead and capital expenditure. Records shows that a total of N836.313m of IGR was expended on Capital Projects in the period (App.16-20/4.10.2).
- 4.10.3 The IGR was having an upward trend until it declined sharply in 2020. This was attributed to the closure of the University resulting from covid-19 pandemic.

Recommendations:

- 4.10.4 The Panel recommends that the University should take steps to increase its IGR with the following suggested approaches on its Income Generating Units (IGUs)
 - I. Allocating to each unit revenue target based on their revenue potentiality
 - II. Each unit to operate at a level that guarantees coverage of its variable costs including nominal rent and its capital expenditure.
 - III. Every IGU management should be challenged to make its operation market competitive based.
 - IV. Reposition its farm for better productivity.
 - V. The Industrial Park unit of the university appears to have huge revenue generating capacity if overhauled and better managed.
- 4.10.5 The panel also recommends that the university should latch on its scientific and research capability with a view to boosting food production, creating employment within the immediate community, expanding IGR and ultimately, increasing contribution to the Consolidated Revenue Fund (CRF).

4.11 Procurement system

Findings/Observations:

- 4.11.1 The Panel found that the University arranges its procurement of goods and services under the provisions of the Public Procurement Act, 2007.
- 4.11.2 The University has a procurement unit headed by a director who reports to the Vice-Chancellor.

- 4.11.3 The University has a Procurement Planning Committee (PPC) whose chairman is the Vice-Chancellor.
- 4.11.4 There is a Tenders' Board under the Chairmanship of the Vice-Chancellor.
- 4.11.5 The University has always applied the threshold as stipulated by the Act and as may be reviewed from to time by the Bureau of Public Procurement (BPP).
- 4.11.6 Panel found that an omnibus project consultant was engaged for the projects in the University. This the Panel found may be offensive to the Public Procurement Act.
- 4.11.7 Panel observed that there exist three units under the Vice-Chancellor whose jurisdiction are related and overlap in the process of procurement, namely, the Physical Development Unit; the Works and Services Unit; and the Project Management Unit.

Recommendations:

- 4.11.8 Panel recommends that for synergy and efficiency in procurement of projects, the three units should be merged and superintended by a director.
- 4.11.9 The Appointment of the Project Consultant should be reviewed and ensure it is consistent with the provisions of Public Procurement Act on same.

4.12 Master Plan

Observations/Findings:

- 4.12.1 Panel found from the Director of Physical Planning (DPP) that the last review of Master Plan was last done in 2006. This is more than 10 years' time allowed for Master Plan review.
- 4.12.2 Document from DPP indicates that aside from the fact population has increased more than what was initially envisaged, development was not in accordance with laid down plan which makes the physical development inconsistent with Master Plan (App 16-20/4.12.2).
- 4.12.3 The Panel observed that the University has initiated attempts towards the review of the Master Plan of the University in compliance with the Visitor's directives for a digital survey based on the report of the Visitation Panel (2004-2010).
- 4.12.4 The University constituted a Task Force in 2019 on Master Plan review and encroachment on the University land as a proactive step towards ensuring that: the University land is free from encroachment; and its development follows an organised pattern in line with the Master Plan.
- 4.12.5 While interacting with the Vice-Chancellor and the Registrar, the Panel obtained information about the seeming untoward behaviour of some key staff of the Directorate of physical planning, constituting limitation to the progress of work on physical development in the University.

Recommendations:

- 4.12.6 Panel recommends that the Master Plan of the University should be carried out urgently to guide the Physical development of the University in accordance with the National Universities Commission (NUC).
- 4.12.7 The Panel recommends that the Physical Planning Directorate should be equipped and empowered to carry out a digital survey of the entire University land and update the master plan accordingly.
- 4.12.8 Panel recommends appropriate sanctions in line with the procedure on staff discipline, to deal with matter of seeming unprofessionalism, dereliction of duty and sabotage on the part of some staff of the Directorate of physical planning, constituting cog in the wheel of progress of physical development of the University.

4.13 Capital Projects

Observations/Findings:

- 4.13.1 The Panel inspected all capital projects as well as associated procurement procedures. The Panel observed that the capital projects carried out from 2016-2020 are funded from the following sources: FGN Capital grants, TETFund Intervention, Needs Assessment fund, Donations and Internally Generated Revenue.
- 4.13.2 Panel found that significant number of projects were already completed and put to use.
- 4.13.3 A few number of projects were actively on-going. The Status of On-Going Projects under each funding forms ([appendix 16-20/4.13.3](#)).
- 4.13.4 Panel observed that the quality control of few of the on-going projects need to comply with specifications as it was observed that some of the structural elements such as columns and beams were not well compacted. It was also found that some of the contractors were using varying qualities of blocks some of which failed the simple test of strength.
- 4.13.5 Panel did not observe any case of abandoned project on the University campus and none was brought to its notice, except the BOT staff housing projects which were not funded by the University.

Recommendations:

- 4.13.6 The University should take steps to increase the efficiency in award and monitoring of capital projects.
- 4.13.7 The panel recommends that the supervision of the ongoing projects should be more stringent to ensure the projects are delivered to specifications such that designed quality and functionality are not compromised.

4.14 Directorate of Physical Planning (DPP)

- 4.14.1 The DPP which is under the Vice Chancellor's office and is responsible for coordinating the physical and infrastructural development of the University in line with the Master Plan. It is headed by a Director who reports to the Vice-Chancellor. The DPP has the following specific responsibilities:
 - i) Assessment and Implementation of capital project

- ii) Provision and coordination of consultancy services
- iii) Development of Budget Estimates and returns
- iv) Initiation, preparation and evaluation of Action Plans in relation with the National Development Plan and National Universities' Commission (NUC's) guidelines.
- v) Implementation, Evaluation and updating of the University's Master Plan;
- vi) Preparation and development of briefs for all new projects;
- vii) Reports on physical planning matters;
- viii) Evaluation and certification of payments to consultants and contractors

Observations

- 4.14.2 The panel found that the DPP is not directly involved in construction projects owing to the establishment of a Project Management Unit in the Vice-chancellor's office to which two staff of the DPP have been seconded and made to report to the Vice Chancellor directly. This creates disconnect in project monitoring and accounting between DPP and the office of the Vice Chancellor. Whereas, this ought to be a key role of the DPP.
- 4.14.3 Panel found that the Director and the few other staff of the DPP at present are qualified professionally. Most of whom are registered with the relevant professional bodies regulating their practices. The others are either not professionally registered or up to date with their professional development.
- 4.14.4 The DPP at present is found to be understaffed and lacks coverage of the relevant professional disciplines to enable it carry out its responsibilities effectively.
- 4.14.5 In line with the above, professional staff such as Mechanical, Structural, Geotechnical engineering and Builders are lacking in the directorate.
- 4.14.6 The DPP also lacks software in the area of Digital Geographical survey, Quantity Surveying, Architecture, Building/production as well as data management.
- 4.14.7 Panel observes that the main access road, Alabata road connecting the main campus of the University to Abeokuta Ibadan road and which the students and staff commute daily is in deplorable and dangerous state. This is reported to be the cause of persistent traffic gridlock and ghastly motor accidents. Panel found this has been source of concerns to the students and staff and causes violent unrest many times. Same goes for the arterial road of Abeokuta-Ibadan motor way to which Alabata road leading to the University is connected.
- 4.14.8 Panel found that the deplorable state of the access road was noted by the former Minister of Agriculture and Rural Development Chief Audu Ogbe in 2017 and directed the University to write to him about it.

Recommendations:

- 4.14.9 The DPP needs to be properly repositioned, adequately provided with staff and equipment and empowered to be able to perform according to its mandate.

4.14.10 Panel recommends that staff of DPP be provided with technical equipment in the areas of AutoCAD draughtsmen, Estimators, Experienced Forensic and Surveying/field assistance.

4.14.11 The panel strongly feels the pains of the daily commuters of the roads to the school and recommends that the Ministry of Works and Housing be directed to urgently fix the roads. This will create security, stability, peace and comfort to the entire University stakeholders.

4.15 Work and Service Department (WSD)

4.15.1 The WSD is responsible for the planning, design, organization and implementation of maintenance and rehabilitation works for all the physical facilities of the University. The WSD is also involved in the operation and monitoring of the supply of essential services in the areas of civil, mechanical and electrical. The WSD is headed by a director who reports to the Vice Chancellor directly and independent of the Directorate of Physical Planning.

Observations/Findings:

The Panel observed the following in the WSD:

4.15.2 There is no direct line of communication between the DPP and WSD

4.15.3 The department is understaffed in terms of number and average of professional for the areas of specialization required for the full discharged of its duties. They are particularly lacking in building, maintenance and services.

4.15.4 Lack of adequate operational vehicles.

4.15.5 Lack of a central store for day-to-day maintenance needs to be stocked and be readily available when the need arises.

Recommendations:

4.15.6 The University should bring under one directorate, the Physical Planning and the Works and Services department for synergy and greater efficiency.

4.15.7 There should be co-ordination between the bursary and DPP on Capital Projects reporting.

4.15.8 The University should enable the WSD adequate staff and equipment to perform optimally on maintenance in view of huge investment of government on capital projects funding.

CHAPTER 7

TERM OF REFERENCE 5

To Examine the Adequacy of Staff and Staff Development Programmes in the University

5.0 INTRODUCTION

The adequacy of staff and staff development occupies a special place in the quality assurance of a University. This chapter presents the findings of the Panel on the profiles of staff and students along with staff development efforts for the period 2016-2020. To address this term of reference, the panel reviewed relevant documents submitted by the Directorates of Academic Planning (DAP) and Research, Innovations and Partnerships (DRIP). While the DAP is responsible for the statistics of staff and students, the DRIP is responsible for the information on staff development efforts of the University. The panel also interacted with the Directors of DAP and DRIP. The relevant information has been summarised in tables from which observations and recommendations were made.

5.1 List of Colleges, Departments and Courses offered

There are currently ten (10) Colleges in the University viz:

- i. College of Agricultural Management and Rural Development (COLAMRUD)
- ii. College of Animal Science and Livestock Production (COLANIM)
- iii. College of Biological Sciences (COLBIOS)
- iv. College of Engineering (COLENG)
- v. College of Environmental Resource Management (COLERM)
- vi. College of Food Science and Human Ecology (COLFHEC)
- vii. College of Management Sciences (COLMAS)
- viii. College of Plant Science and Crop Production (COPLANT)
- ix. College of Physical Sciences (COLPHYS)
- x. College of Veterinary Medicine (COLVET)

There are total of fifty-one (51) Departments in the Colleges. These are presented in Table 7.1

Table 7.1: Colleges and Departments

College	Department
1. College of Agricultural Management and Rural Development (COLAMRUD)	i. Department of Agricultural Economics and Farm Management (AEFM) ii. Department of Agricultural Extension and Rural Development (AERD) iii. Department of Agricultural Administration (AGAD) iv. Department of Communication and General Studies (CGNS)
2. College of Animal Science and Livestock Production (COLANIM)	i. Department of Animal Breeding and Genetics (ABG) ii. Department of Animal Nutrition (ANN) iii. Department of Animal Physiology (ANP) iv. Department of Animal Production and Health (APH) v. Department of Pasture and Range Management (PRM)
3. College of Biological Sciences (COLBIOS)	i. Department of Biochemistry (BCH) ii. Department of Microbiology (MCB) iii. Department of Pure and Applied Botany (PAB) iv. Department of Pure and Applied Zoology (PAZ)
4. College of Engineering (COLENG)	i. Department of Agricultural and Bio-Resources Engineering (AGE) ii. Department of Civil Engineering (CVE) iii. Department of Electrical/ Electronic Engineering (ELE) iv. Department of Mechanical Engineering (MCE) v. Department of Mechatronics Engineering (MTE)
5. College of Environmental Resource Management (COLERM)	i. Department of Aquaculture and Fisheries Management (AQFM) ii. Department of Environmental Management and Toxicology (EMT) iii. Department of Forestry and Wildlife Management (FWM) iv. Department of Water Resources Management and Agricultural Meteorology (WARMA)
6. College of Food Science and Human Ecology (COLFHEC)	i. Department of Food Science and Technology (FST) ii. Department of Home Science and Management (HSM) iii. Department of Hospitality and Tourism (HTM)

College	Department
	iv. Department of Nutrition and Dietetics (NTD)
7. College of Management Sciences (COLMAS) (Only 300 and 400 Levels)	i. Department of Accounting (ACC) ii. Department of Banking and Finance (BFN) iii. Department of Business Administration (BAM) iv. Department of Economics ECO v. Department of Entrepreneurial Studies (ETS)
8. College of Plant Science and Crop Production (COPLANT)	i. Department of Crop Production (CPT) ii. Department of Horticulture (HRT) iii. Department of Plant Breeding and Seed Technology (PBST) iv. Department of Plant Physiology and Crop Production (PPCP) v. Department of Soil Science and Land Management (SSLM)
9. College of Physical Sciences (COLPHYS)	i. Department of Chemistry (CHM) ii. Department of Computer Science and Information Technology (CSC) iii. Department of Mathematics (MTS) iv. Department of Physics (PHS) v. Department of Statistics (STS)
10. College of Veterinary Medicine (COLVET)	i. Department of Veterinary Medicine ii. Department of Veterinary Surgery and Theriogenology iii. Department of Public Health and Preventive Medicine iv. Department of Veterinary Microbiology and Virology v. Department of Veterinary Parasitology and Entomology vi. Department of Veterinary Pharmacology and Toxicology vii. Department of Veterinary Physiology and Biochemistry viii. Department of Veterinary Anatomy ix. Department of Veterinary Pathology

5.2 Students Statistics

The students' enrolments are presented in Table 7.2 which indicates a slight rise in the enrolment of undergraduate students over the years from 2016 to 2020 with a total of 17,911 students as at 2020.

Table 7.2 Student Enrolment 2016-2020

Session	Full Time		Part Time	Total
	Undergraduate Students	Postgraduate Students		
2015/2016	15,847	1,466	632	17,945
2016/2017	16,144	1,282	456	17,882
2017/2018	15,493	1,215	353	17,063
2018/2019	15,689	986	390	17,065
2019/2020	16,197	1,117	597	17,911

5.3 Staff Statistics

The numbers of staff for the years in the period under review are shown in Table 7.3 which shows increase in the number of both Academic and Non-Academic staff over the years.

Table 7.3 Staff Statistics Based on Cadre 2016 - 2020

SESSION	PROF E SSOR S	SENIOR LECTURER S	OTHER ACADEMI C STAFF	<i>TOTAL ACADEMI C STAFF</i>	SENIOR NON- ACADEMI C	JUNIOR NON- ACADEMI C	<i>TOTAL NON- ACADEMI C</i>	TOTA L STAFF
2015-2016	220	143	193	556	1043	704	1747	2303
2016-2017	233	127	232	592	1058	683	1741	2333
2017-2018	234	152	205	591	1068	528	1596	2187
2018-2019	251	142	285	678	1273	521	1794	2472
2019-2020	257	126	283	666	1306	541	1847	2513

5.4 Number of staff and Students

Number of staff and Students in each college for 2016-2020 are in Tables 7.4 – 7.8. These are based on the name of colleges in Table 7.1 and data presented in Tables 7.2 and 7.3.

Table 7.4 Staff and Students Statistics -2016

S/N	COLLEGES	TOTAL NUMBER OF STUDENTS	TOTAL NUMBER OF TEACHERS			TOTAL NUMBER OF NON TEACHING STAFF		TOTAL NO OF STAFF
			PROFESSORIAL CADRE	SENIOR LECTURER	LECTURER I AND BELOW	SENIOR	JUNIOR	
1	COLAMRUD	1519	29	11	15	12	5	72
2	COLANIM	2467	28	13	22	18	9	90
3	COLBIOS	1137	21	3	14	18	7	63
4	COLFHEC	1428	16	9	13	20	8	66
5	COLPHYS	1673	28	18	26	19	11	102
6	COLPLANT	2203	36	20	11	15	11	93
7	COLMAS	2507	2	7	23	10	5	47
8	COLERM	1801	27	20	15	24	8	94
9	COLENG	894	12	12	14	32	9	79
10	COLVET	218	10	18	18	31	19	96
OTHER ACADEMIC UNITS AND CENTRES								
11	AMREC		3	3	1	16	1	24
12	BIOTECH		0	1	2	7	1	11
15	COBFAS					8	10	18
16	IFSERAR		5	4	2	30	2	43
17	INHURD					21	12	33
18	LIBRARY		3	4	17	21	21	66
19	OTHERS					741	565	1306
GRAND TOTAL		15847	220	143	193	1043	704	2303

Table 7.5: Staff and Students Statistics -2017

S/N	COLLEGES	TOTAL NUMBER OF STUDENTS	TOTAL NUMBER OF TEACHERS			TOTAL NUMBER OF NON-TEACHING STAFF		TOTAL NO OF STAFF
			PROFESSORIAL CADRE	SENIOR LECTURER	LECTURER I AND BELOW	SENIOR	JUNIOR	
1	COLAMRUD	1585	31	8	18	2	0	59
2	COLANIM	2503	29	12	24	0	0	65
3	COLBIOS	1187	21	4	24	13	0	62
4	COLFHEC	1374	19	7	18	0	0	44
5	COLPHYS	1746	30	17	29	0	15	91
6	COLPLANT	2165	37	16	15	10	5	83
7	COLMAS	2663	2	7	27	9	2	47
8	COLERM	1776	29	18	15	18	5	85
9	COLENG	919	13	11	19	23	4	70
10	COLVET	226	11	16	19	19	18	83
OTHER ACADEMIC UNITS AND CENTRES								
11	AMREC		3	3	1	0	0	7
12	BIOTECH		0	1	2	8	3	14
13	CENTS					1	0	1
14	CEADESE					2	1	3
15	COBFAS					0	7	7
16	IFSERAR		5	4	3			12
17	INHURD					23	1	24
18	LIBRARY		3	3	18	37	24	85
19	OTHERS					893	620	1513
GRAND TOTAL		16144	233	127	232	1058	683	2355

Table 7.6: Staff and Students Statistics -2018

S/N	COLLEGES	TOTAL NUMBER OF STUDENTS	TOTAL NUMBER OF TEACHERS			TOTAL NUMBER OF NON TEACHING STAFF		GRAND TOTAL
			PROFESSORIAL CADRE	SENIOR LECTURER	LECTURER I AND BELOW	SENIOR	JUNIOR	
1	COLAMRUD	1597	33	12	12	18	3	78
2	COLANIM	2451	26	13	21	26	3	89
3	COLBIOS	1235	21	7	24	22	2	76
4	COLFHEC	1390	19	7	18	24	4	72
5	COLPHYS	1789	32	21	29	28	4	114
6	COLPLANT	2141	40	16	13	16	5	90
7	COLMAS	1905	2	8	24	9	2	45
8	COLERM	1786	31	14	16	32	7	100
9	COLENG	983	11	15	16	40	4	86
10	COLVET	216	10	22	13	16	8	69
OTHER ACADEMIC UNITS AND CENTRES								
11	AMREC		2	4	1	9	1	17
12	BIOTECH		0	1	1	8	0	10
13	CENTS					8	0	8
14	CEADESE					7	1	8
15	COBFAS					12	9	21
16	IFSERAR		4	5	2	22	4	37
17	INHURD					4	21	25
18	LIBRARY		3	7	15	18	20	63
19	OTHERS					749	430	1179
GRAND TOTAL		15493	234	152	205	1068	528	2187

Table 7.7: Staff and Students Statistics -2019

S/N	COLLEGES	TOTAL NUMBER OF STUDENTS	TOTAL NUMBER OF TEACHERS			TOTAL NUMBER OF NON-TEACHING STAFF		TOTAL NO OF STAFF
			PROFESSORIAL CADRE	SENIOR LECTURER	LECTURER I AND BELOW	SENIOR	JUNIOR	
1	COLAMRUD	1675	33	13	27	17	5	95
2	COLANIM	2583	25	14	31	22	4	96
3	COLBIOS	1473	21	8	27	25	4	85
4	COLFHEC	1487	18	7	22	33	3	83
5	COLPHYS	1917	32	16	38	19	8	113
6	COLPLANT	2217	42	13	27	34	6	122
7	COLMAS	1341	4	10	16	28	6	64
8	COLERM	1749	34	13	26	30	7	110
9	COLENG	1012	14	13	22	40	4	93
10	COLVET	235	13	21	23	67	7	131
OTHER ACADEMIC UNITS AND CENTRES								
11	AMREC		3	2	5	15	0	25
12	BIOTECH		0	1	1	9	0	11
13	CENTS		2	0	0	9	0	11
14	CEADESE					8	0	8
15	COBFAS		2	0	0	18	12	32
16	IFSERAR		3	4	7	29	2	45
17	INHURD					18	4	22
18	LIBRARY		5	7	13	28	14	67
20	OTHERS					824	435	1259
GRAND TOTAL			251	142	285	1273	521	2472

Table 7.8: Staff and Students Statistics -2020

S/N	COLLEGES	TOTAL NUMBER OF STUDENTS	TOTAL NUMBER OF TEACHERS			TOTAL NUMBER OF NON TEACHING STAFF		TOTAL NO OF STAFF
			PROFESSORIAL CADRE	SENIOR LECTURER	LECTURER I AND BELOW	SENIOR	JUNIOR	
1	COLAMRUD	1801	33	12	27	18	4	94
2	COLANIM	2777	28	10	31	27	3	99
3	COLBIOS	1606	20	7	28	23	3	81
4	COLFHEC	1690	18	7	21	30	3	79
5	COLPHYS	2164	30	15	37	29	6	117
6	COLPLANT	2441	43	11	26	27	5	112
7	COLMAS	635	6	7	17	16	2	48
8	COLERM	1858	36	11	25	34	6	112
9	COLENG	1020	14	13	21	34	6	88
10	COLVET	205	14	19	23	53	9	118
OTHER ACADEMIC UNITS AND CENTRES								
11	AMREC		3	2	6	15	1	27
12	BIOTECH		0	1	1	7	0	9
13	CENTS		2	0	0	9	0	11
14	CEADESE					6	0	6
15	COBFAS		2	0	0	18	12	32
16	IFSERAR		3	4	7	28	2	44
17	INHURD					16	4	20
18	LIBRARY		5	7	13	34	33	92
19	OTHERS					882	442	1324
GRAND TOTAL		16197	257	126	283	1306	541	2513

5.5 Teacher-Student Ratios (TSR)

The Teacher-Student ratios (TSR) of the various Colleges based on headcount are presented in Table 7.9-7.13. The National Universities Commission's (NUC) ratios are also included for comparison which formed the basis of the Panel's observations and recommendations.

Table 7.9 Teacher-Student Ratio Based on College-2016

S/N	COLLEGE	HC	NT	TSR BY HC	TSR(NUC)
1	COLAMRUD	1,519	59	1:34	1:15
2	COLANIM	2,467	71	1:35	1:15
3	COLENG	894	36	1:25	1:15
4	COLERM	1,801	65	1:28	1:15
5	COLFHEC	1,428	40	1:36	1:20
6	COLMAS	2,507	33	1:76	1:30
7	COLBIOS	1,137	37	1:31	1:20
8	COLPHYS	1,673	74	1:23	1:20
9	COLPLANT	2,203	71	1:31	1:15
10	COLVET	218	47	1:05	1:06

Table 7.10: Teacher-Student Ratio Based on College-2017

S/N	COLLEGE	HC	NT	TSR BY HC	TSR(NUC)
1	COLAMRUD	1585	57	1:38	1:15
2	COLANIM	2,503	65	1:39	1:15
3	COLBIOS	1187	49	1:24	1:20
4	COLENG	919	43	1:21	1:15
5	COLERM	1,776	62	1:29	1:15
6	COLFHEC	1,374	44	1:31	1:20
7	COLMAS	2,663	36	1:74	1:30
8	COLPHYS	1,746	76	1:23	1:20
9	COLPLANT	2,165	68	1:32	1:15
10	COLVET	226	46	1:05	1:06

Table 7.11: Teacher-Student Ratio Based on College-2018

S/N	COLLEGE	HC	NT	TSR BY HC	TSR(NUC)
1	COLAMRUD	1,597	57	01:38	1:15
2	COLANIM	2,451	60	01:41	01:15
3	COLBIOS	1,235	52	01:24	01:20
4	COLENG	983	42	01:23	01:15
5	COLERM	1,786	61	01:29	01:15
6	COLFHEC	1,390	44	01:32	01:20
7	COLMAS	1,905	34	1:56	01:30
8	COLPHYS	1,789	82	01:22	01:20
9	COLPLANT	2,141	69	01:31	01:15
10	COLVET	216	45	01:05	01:06

Table 7.12: Teacher-Student Ratio Based on College-2019

S/N	COLLEGE	HC	NT	TSR BY HC	TSR(NUC)
1	COLAMRUD	1675	55	01:31	01:15
2	COLANIM	2,583	70	01:37	01:15
3	COLBIOS	1,473	56	01:26	01:20
4	COLENG	1,012	49	01:21	01:15
5	COLERM	1,749	73	01:24	01:15
6	COLFHEC	1,487	47	01:32	01:20
7	COLMAS	1,341	30	1:45	01:30
8	COLPHYS	1,917	86	01:22	01:20
9	COLPLANT	6,475	207	01:31	01:15
10	COLVET		55		01:06

Table 7.13: Teacher-Student Ratio Based on College-2020

S/N	COLLEGE	HC	NT	TSR BY HC	TSR(NUC)
1	COLAMRUD	1801	72	01:33	01:15
2	COLANIM	2,777	69	01:40	01:15
3	COLBIOS	1,606	54	01:30	01:20
4	COLENG	1020	47	01:22	01:15
5	COLERM	1,858	72	01:26	01:15
6	COLFHEC	1,690	46	01:37	01:20
7	COLMAS	635	28	1:48	01:30
8	COLPHYS	2,164	82	01:26	01:20
9	COLPLANT	2,441	80	01:31	01:15
10	COLVET	205	55	01:04	01:06

The total number of staff who obtained Ph.D. from the year 2016 to 2020 is 94 comprising 87 Academic and 7 Non-Teaching staff. The distribution of these staff across the colleges is shown in Table 7.14.

Table 7.14: Number of Staff who obtained Ph.D. from 2016-2020 based on college and non-teaching staff

S/N	COLLEGE	Number
1	COLAMRUD	06
2	COLANIM	15
3	COLBIOS	09
4	COLENG	05
5	COLERM	14
6	COLFHEC	05
7	COLMAS	05
8	COLPHYS	14
9	COLPLANT	06
10	COLVET	08
	Total Teaching	87
	Non-Teaching	07
	GRAND TOTAL	94

Table 7.15 shows that 70.3 % of the academic staff in the University are PhD holders. The Table also reveals that at least 60% of Academic staff in all the Academic Colleges are PhD holders.

Table 7.15: Academic Staff with Ph.D by College as at 2020

S/N	COLLEGE/ DEPARTMENT/ UNIT	WITH PHD		WITHOUT PHD		TOTAL
		Number	%	Number	%	
1	COLAMRUD	56	8.4	16	2.4	72
2	COLANIM	60	9.0	9	1.4	69
3	COLBIOS	34	5.1	21	3.2	55
4	COLENG	30	4.5	18	2.7	48
5	COLERM	54	8.1	19	2.9	73
6	COLFHEC	28	4.2	18	2.7	46
7	COLMAS	17	2.6	11	1.7	28
8	COLPHYS	62	9.3	20	3.0	82
9	COLPLANT	57	8.6	23	3.5	80
10	COLVET	40	6.0	16	2.4	56
11	AMREC	9	1.4	2	0.3	11
12	BIOTECH	1	0.2	1	0.2	2
13	CENTS	1	0.2	2	0.3	3
14	COBFAS	2	0.3	0	0.0	2
15	IFSERAR	10	1.5	4	0.6	14
16	LIBRARY	7	1.1	18	2.7	25
GRAND TOTAL		468	70.3	198	29.7	666

Table 7.16 presents the number of Technologists in the University. There were a total of 153 Technologists comprising 95 males and 58 females. The ratio of technologists to Academic staff is 1:5 instead of 1:4 as required by NUC.

Table 7.16: Number of Technologists and Assistants by college and gender (2020)

COLLEGE/DEPT./CENTRES	M	F	T
Office of the Director, DITTECS	2	0	2
COLAMRUD	2	0	2
COLANIM	4	7	11
COLENG	24	4	28
COLERM	7	5	12
COLFHEC	2	13	15
COLPHYS	10	5	15
COLBIOS	5	8	13
COLPLANT	9	4	13
COLVET	19	8	27
Academic Centres	11	4	15
Total	95	58	153

Observations/Findings:

- 5.5.1 From the data presented in Tables 7.2-7.8, the Panel found that the rate of student enrolment is not proportionate to the growth in the number of Academic staff.
- 5.5.2 From Table 7.9-7.13, it can be seen that the TSRs by HC are more than the required ratio based on NUC’s minimum benchmark in all the colleges in the University except in the COLVET where there is a TSR of 01:40 compared to the NUC’s maximum required TSR of 01:06. Therefore, the number of Academic staff in all the colleges except COLVET can be said to be inadequate. Conversely, the number of Non-Academic staff is currently near adequate based on the NUC’s ratio of one (1) Academic Staff to four (4) Non-Academic staff.
- 5.5.3 A total of 94 members of staff have obtained Ph.Ds. in various relevant disciplines over the years in the period under review. The panel also found that a total of 468 representing 70.3% of the Academic staff are PhD holders as at 2020. It was also observed that some members of staff have been sponsored to obtain Masters Degrees in various disciplines relevant to their respective career development.
- 5.5.4 The panel found that there were a total of 140 Laboratory Technologists/Scientists and Assistant Technologist and 13 Laboratory Assistants in the University.
- 5.5.5 The University has a very well-equipped Central Laboratory in the Centre of Excellence for Agricultural Development and Sustainable Environment (CEADESE) to support research activities of both staff and students.
- 5.5.6 Both Academic and Non-Academic staff members benefit from conference sponsorships as well as training grants to obtain higher degrees in local and international institutions. For example, within the period under review; a total of 107 staff benefitted from merged TETFund sponsorship to international and local conferences comprising 19 Academic and 88 Non-teaching staff. The University also secured the approval of TETFund in 2020, to sponsor 13 staff for various M.Sc.

degree programmes in Brazil 8 of which have commenced the training as at the time of this Presidential visitation exercise. Additionally, African Women in Agricultural Research and Development (AWARD) trained 200 (95 males and 105 females) staff including Academic and Non-teaching staff of the University within 6 months in the year 2019. The 200 staff were trained variously in the areas of mentoring programme, gender training, scientific writing and Publishing skills as well as self-Leadership through personal Branding and Assertiveness Course.

Recommendations:

- 5.5.7 The Panel recommends that the University should make deliberate efforts to employ more Academic staff across the colleges in order to reduce the pressure associated with the rising number of students and maintain quality. To this end, the employment of non-Teaching staff should be done only in terms of special needs especially, Academic Technologists and Laboratory Scientists. Furthermore, the deployment of non-Teaching staff on ground should be done in such a manner as to avoid redundancy.
- 5.5.8 The University should sustain its commendable efforts towards staff training and development. The opportunity for training to obtain higher degrees should however be extended to more non-teaching staff especially those who need such higher degrees for career progression such as those in the laboratories.
- 5.5.9 The University should make deliberate efforts to employ more Academic Technologists and Laboratory Scientists and put in place a system of mentoring for them to avoid the danger of lack of succession at the retirement/exit of the existing ones. To this end, the University should henceforth encourage and secure the commitment of staff employed in this category to pursue a career in their various disciplines.

CHAPTER 8

TERM OF REFERENCE 6

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, National Universities Commission (NUC) and the Federal Ministry of Education (FME)

○ INTRODUCTION

In this chapter, we report the findings on the relationship between the Federal University of Agriculture, Abeokuta (FUNAAB) and the various statutory bodies it interacts with according to its laws for purposes of supervision, planning, finance, discipline, guidance and other relationships Section 4-10 Federal Universities of Agriculture Act, CAP F22, LFN 2004, spells out the functions of the University. The key external bodies to which University of Agriculture is statutorily linked are listed in Table 6.1.

Table 6.1: Key external bodies linked to the University of Agriculture

s/n	Ministry, Department and Agencies (MDA)	Nature of Relationship and Linkage
1	Visitor	General supervision and discipline, Visitation
2	Federal Ministry of Education	General oversight and superintendent of Policy, Finance, and Capita, Project
3	Federal Ministry of Agriculture and rural Development	Collaboration in addressing challenges, manpower development
4	National Universities Commission	Accreditation, programme, development and general coordination
5	Office of Accountant General of the Federation	Superintendent control over the financial activities of the University
6	National Salaries, Income and Wages Commission	Supervision and monitoring compliance to extant regulations of payment of salaries
7	Bureau of Public Procurement	Oversees complaint with Public Procurement and Tenders Board
8	Tertiary Education Fund (TEFund)	Intervention funding of special projects
9	Community	Implementing the extension mandate and community service in the University for effective agricultural development

10	Security Agencies	To secure life and property and create a conducive environment for the activities of the University
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○ **Procedure**

The strength and cordiality of the relationship between University of Agriculture, Abeokuta and the Ministries, Department and Agencies listed in Table 6.1 were assessed for the period 2016-2020 through the review of annual reports from these MDA’s and interview of leaders of the establishments or their representatives and memorandum submitted by the Vice-Chancellor.

Findings

- The law establishing the Federal Universities of Agriculture, Abeokuta CAP F22 LFN 2004 Section 15 (1) and (2) states that the President shall be the Visitor to the Universities. It provides that the Visitor shall as often as the circumstance may require, conduct a visitation of the University as directed that such a Visitation be conducted by such provision or persons as the visitor may deem fit and in respect of any of the affairs of the University. It shall be the duty of the bodies and persons comprising the University to make available to the Visitor or to any other person conducting a visitation of in pursuance of the Section, such facilities and assistance as he or they may reasonably require for the purpose of a visitation.
- Section 16 provides that is shall also be the responsibility of the Visitor on receipt of a recommendation from the Minister to approve the removal of a member of Council other than the Pro-Chancellor or the Vice-Chancellor. In respect of discipline of staff and students. Section 21 (9) provides that the Visitor shall be the final arbiter on staff and student discipline and his decision shall not be contestable in any court of law in Nigeria. However, sub-section (10) states that nothing in the sub-section shall affect any power of a court of competent jurisdiction to enforce the fundamental right of any aggrieved citizen as enshrined in the Constitution of the Country.

Observations

- The Panel observed that the Visitor to the Federal University of Agriculture, Abeokuta has consistently performed his statutory role of constituting visitation panels to oversee the activities of the University, the last being that of 2011 – 2015 period. Government's position, reflections and views on the recommendations of the Visitation panel have also been documented.
It is worthy of note that there has been no disciplinary matter requiring the intervention of the Visitor in the period under review except the ones highlighted in terms of reference 7 and 10.

Recommendation

- Panel recommends that this process should be retained and strengthened, and visitation conducted every five years as laid down in the statutes.
- **Federal Ministry of Education**
- By the provision of the University (Miscellaneous Provision) (Amendment) Act 2003, the Federal Ministry of Education is represented on the Governing Council of the University which is charged with the general control and superintendence of the policy, finance and property of the University. Thus, the Federal Ministry of Education was fully involved in the running of the University in the Period under review.
- Panel found from available records that the University cooperated and rendered the needed assistance to the Federal Ministry of Education in conducting a monitoring exercise on the level of compliance with government extant laws, policies and directives as well as collecting necessary data aimed at ensuring effective governance and service delivery in the University during the period under review. The University also sought necessary clarification and advice on knotty issues relating to appointments, academic programmes and Union matters when the need arose. The representatives of the Ministry on the Governing Council regularly attend meetings and give regular feedbacks to the Ministry on the activities of the University. Thus, there is a cordial relationship between the Federal University of Agriculture, Abeokuta and the Federal Ministry of Education during the period under review.

Recommendation

- Council and Management of the University should continue to nurture and foster the existing cordial relationship with the Federal Ministry of Education.

- **Federal Ministry of Agriculture and Rural Development**

Findings

- Panel found from available records that there is a functional relationship between the Federal University of Agriculture, Abeokuta and the Federal Ministry of Agriculture and Rural Development.
- The University also participated in the regular meeting of the Ministry's National Council on Agriculture and Rural Development. The Ministry, through the Department of Veterinary and Pests Control Services, Abuja recently donated equipment and consumables to the Veterinary Teaching Hospital of the University, not only for effective diagnosis and treatment of animal diseases, but also to improve the training of clinical students for manpower development.

Recommendations

- Council and Management of the University should continue to nurture and foster the existing relationship with the Federal Ministry of Agriculture and Rural Development through compliance with the policy on environmental and harnessing useful resources from the Ministry for agricultural development.

- **National Universities Commission (NUC)**

- The National Universities Commission (NUC) relates with all Universities including the Federal University of Agriculture, Abeokuta on quality assurance and general coordination of external linkages. The Commission has the statutory mandate to approve/accredit academic programmes in all Nigerian Universities. Pursuant to this mandate and in consonance with the provision of the current government approved guidelines, the Commission carried out accreditation exercises of academic programmes in the Federal University of Agriculture, Abeokuta as and when due during the period under review.
- The University also usually sought clarifications on issues within the purview of the Commission and the University's requests were usually responded to promptly. The University also obliged to the requested information related to personnel and students' statistics of the University during the period of review.

Findings

- The reports of 2011 – 2015 indicated that Federal University of Agriculture Abeokuta had a cordial official relationship with the National Universities Commission. For example, the University largely complied with guidelines on setting up of new programmes, submitted its programmes due for accreditation to the accreditation process and informed the Commission of some of its external linkages. The University made transparent declaration of the following:
 - I. Accreditation status of undergraduate academic programmes.
 - II. Staff development efforts.
 - III. Budget performance.
 - IV. Library development.

V. Acquisition of Teaching and Research grants.

VI. Level of internally generated revenue.

VII. The use of special grants.

VIII. Linkages with other institutions.

IX. Community service.

- Panel found that on the 13th December 2016, the Executive Secretary of NUC Prof. Abubakar A. Rasheed invited the Governing Council of FUNAAB to Abuja as an intervention step in the crisis that engulfed FUNAAB in 2016. At the meeting, a plan of action was put in place for the Council to implement towards resolving the crisis.
- Available records reveal that during the accreditation exercises carried out in 2019, all the academic programmes of the University received full accreditation except one programme with interim accreditation and two programmes with successful resource verifications.

Recommendations

- Council and management of the University should continue to foster cordial relationship with NUC at the institutional and personal levels in those areas where the mandates of the two institutions intersect.
- The University should take urgent steps to remedy all deficiencies identified by NUC in academic programme delivery.
- Senate should correct the lop-sidedness in enrolment in favour of part-time programmes by reducing part-time programme enrolment to not more than 25% of regular enrolment in no distant future.
- **Joint Admissions and Matriculation Board (JAMB)**
- Joint Admissions and Matriculation Board (JAMB) is empowered by law to coordinate admission activities of Tertiary Institutions in Nigeria including Federal University of Abeokuta.

Findings

- Federal University of Agriculture, Abeokuta submits itself to the regulatory function of JAMB, starting from the submission of its available courses and the requirements and the requirements to be fulfilled by candidates seeking admission courses in FUNAAB in its brochure, conducts the Matriculating Entrance Examination through UTME and forwards results of the lists of students who choose FUNAAB as their choices for processing. Using its internal mechanism, FUNAAB identified and chooses qualified students as well as submits the lists to JAMB for their processing leading to issuance of admission letters.

Recommendation

- The University should continue to adhere strictly to the rules laid down by JAMB and liaise with the appropriate authorities such as National Universities Commission.

- **Office of the Accountant-General of the Federation (OAGF)**
- The Accountant-General of the Federation has the superintendent control over the financial activities of the University.

Findings

- The University provided all the requested information to the Office of the Accountant-General of the Federation on financial activities of the University during the period under review. The University also rendered the needed cooperation to the Office of the Accountant-General of the Federation by facilitating a seamless conduct of Verification of Personnel Records and Biometric Data Capturing of Non-teaching Staff in the University which completed their enrolment into the Integrated Payroll and Personnel Information System (IPPIS) between November and December, 2019 for all Non-Teaching staff. The Office of the Accountant-General of the Federation visits the University for periodic checks of her financial records with a view to ensuring that the financial transactions are carried out in line with financial regulations.

Recommendation

The cordial relationship existing between the University and the office of the Accountant-General of the Federation should be sustained for the greater benefit of the University.

- **National Salaries, Income and Wages Commission**

The Commission is the agency of government relating to wages and salaries of workers in the public sector, with specific activities including periodic checks on universities.

Findings

- There has always been a cordial relationship between the University and the National Salaries, Incomes and Wages Commission. The University received and complied with directives of the Commission regarding salaries of the University staff and sought clarifications from the Commission during the period under review. The University regularly hosts staff of the Commission who come on monitoring exercises regarding the compliance level of the University to extant regulations on payment of salaries and emoluments of staff.

Recommendation

- The cordial relationship between the Commission and the University should be maintained.

- **Bureau of Public Procurement**

The Bureau was established in 2007 as the regulatory authority responsible for the monitoring and oversight of public procurement, regulating and setting standards and professional capacity for public procurement in Nigeria.

Findings

- Records have it that the University maintained a good relationship with the Bureau of Public Procurement and complied strictly with the Public Procurement Act 2007 in the award of contracts. The University sought necessary approvals and clarifications

from the Bureau during the period under review. In compliance with Section 21 and Section 22 of the Public Procurement Act 2007, the University constituted Procurement Planning Committee and Tenders Board which met regularly to carry out their functions as specified in the Act. The University also sponsored the staff of the Procurement Unit to the training organized by the Bureau of Public Procurement during the period under review.

Recommendation

- The existing good working relationship with the Bureau of public procurement should be sustained for the proper guidance of the University in the execution of projects and service delivery.
- **Tertiary Education Trust Fund (TETFund)**

This Agency of Government intervenes in supporting physical development and programme implementation in tertiary educational institutions. It disburses, manages and monitors Education Tax to Government-owned Tertiary Institutions in Nigeria.

Findings

- Panel found that since the establishment of the Tertiary Education Trust Fund (TETFund) by the Federal Government of Nigeria to disburse, manage and monitor education tax to government-owned tertiary institutions in Nigeria, the Federal University of Agriculture, Abeokuta has maintained a good relationship with the Fund. This has ensured timely and seamless disbursement of Intervention Funds such as, TETFund Scholarship for Academic staff Intervention, Conference Attendance Intervention and Project Intervention. The University ensured that there was a proper rendition on all transactions made by the University to the Fund in respect of the Interventions.
- Twenty-one ongoing TETFund projects are currently at various stages of completion at FUNAAB. The projects range from Departmental Buildings, 250-Seater capacity lecture theatres, mechanical and electrical installations and Laboratory furniture. Others include supply of Textbooks to the University Library in Engineering, Animal Science Journals, duplicating machine and Library equipment.
- Panel found from available records that the University always cooperated with the officials of the Fund to carry out its Routine Audit Verification Exercise on the TETFund Account of the University. This is part of the Fund's monitoring functions aimed at ensuring that the Intervention Funds have been judiciously applied and properly accounted for in accordance with the TETFund's guidelines and financial regulations of government.

Recommendation

- Management should maintain the existing relationship and record with TETFund especially in terms of accessing funds provided by TETFund and the quality of the projects.
- **Auditor-General for the Federation**

The Auditor-General for the Federation performs the following roles:

- I. Periodic examination of the University's books of accounts to ensure compliance with the Financial Regulations of the Federal Government of Nigeria.
- II. Providing list of qualified auditors from which the University can appoint its statutory external auditor(s).
- III. Making recommendation on fees payable external auditor(s).
- IV. Commenting on the audited Financial Statements of the University and reporting to the Public Accounts Committees of the National Assembly.

Findings

- Available records show that the University has a cordial relationship with the Office of the Auditor-General for the Federation. The FUNAAB submits copies of its Financial Statements to the Office of the Auditor General for the Federation as required by law.

Recommendation

- The existing cordial relationship between the University and the office for the Auditor General of the Federation should be sustained for the good of the Federal University of Agriculture Abeokuta.
- **The Community**
- One of the tripodal mandate of the Federal University of Agriculture is the service to the community through effective extension services. This includes:
 - I. encouraging social and civic responsibility;
 - II. connecting the University and community through clear and frequent collaborations and communications;
 - III. developing the ability and passion to work wisely, creatively and effectively for the betterment of mankind.

Findings

- There is always a very cordial relationship between the University and the Community. The Centre for Community-Based Farming Scheme (COBFAS) was established by the University to coordinate the implementation of One-Year Farm Practical Programme for the Bachelor of Agriculture Degree candidates at the penultimate year of their programmes. The vision of the Centre is to produce highly skilled manpower that will drive the economy in the rural communities in Nigeria through agriculture for sustainable development and food security.
- The University started-off COBFAS in four (4) communities across Ogun State in 2011. The communities are: Isaga-Orile in Egba Zone, Odogbolu in Ijebu Area, Ode-Lemo in Remo Division and Iwoye-Ketu in Yewa end of Ogun State. It is in the wisdom of the University that the students should have a first-hand training and experience in communities where Nigerian farmers reside and practice farming within the same socio-economic system where the farmers operate. This affords the student-trainees the opportunity to live and work on the farms in rural communities. The University also established the Agricultural Media Resources and Extension Centre (AMREC) to implement the University extension mandate in various communities across the

south-west of Nigeria. As the extension arm of the University, the Centre is saddled with the responsibility of fulfilling the extension mandate of the University for an Effective Agricultural Development of a nation and improvement in farmers' productivity.

- In a bid to carry out effective extension services which is one of its tripodal mandate, the University established a Radio Station, not only to enhance transmission and dissemination of the concerns, interests and activities of the academic environment to a large heterogeneous audience, but also to pass on the knowledge gained to its adjoining farming communities which spread across various locations in Ogun State, and even some part of the neighbouring states. Essentially, FUNAAB Radio is patterned as a community Radio, which means Radio for advancing community development by producing media content and programmes on themes that advance the development of the communities in Ogun State. During the COVID-19 pandemic outbreak in the year 2020, the University distributed food items and other products produced by the University as palliatives to the communities and groups as a Corporate Social Responsibility to the societies.
- The University always maintains a cordial relationship with the Traditional Rulers, Security Agencies and Corporate Organizations in the State.

Recommendation

Panel recommends that the existing cordial working relationship between the University and its neighbouring communities should be maintained. It should however be ensured that early warning signals are watched out for to avoid sudden breakdown of relationship.

○ **Security Agencies**

- Security in the University not only helps to create a conducive environment for the students to learn but also ensures the staff and the entire University Community exist in peace.
- The FUNAAB currently has harmonious relationships with the Nigerian Police, the DSS, and NDLEA for the purpose of sustainable security in and around the University environment.
- The Security agencies have at all times assisted towards ensuring security in the University Campuses, quelling riots, fighting cultism, cyber-crime and land encroachment.

Recommendation

The Vice Chancellor through the Chief Security Officer of the University should continue to strengthen the relationship with the Security Agencies in order to mitigate any security challenges that may arise at any time.

CHAPTER 9

TERM OF REFERENCE 7

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.

7.0 Introduction

The Federal University of Agriculture, Abeokuta was established by an enabling Law which specifies the powers, functions and responsibilities of the various constituent bodies and functionaries of the University. This Term of Reference addresses the functionality of the law in relation to the internal organs in the University.

The enabling Act establishing the Federal Universities of Agriculture in Abeokuta, Makurdi and Umudike was promulgated in 1992 with the tripod mandate of teaching, research and extension services (Decree No. 48 of 1992 (now Cap F22 LFN 2004))

The First Schedule of the Federal Universities of Agriculture Act, Statute No. 1, Article 2(3) a-m, clearly states the objects of the University; Article 3(1) states that each University shall consist of the following:

- (a) a Chancellor;
- (b) a Pro-Chancellor and a Council;
- (c) a Vice-Chancellor and a Senate;
- (d) a Deputy Vice-Chancellor;
- (e) a body to be called Congregation;
- (f) a body to be called Convocation;
- (g) campuses and colleges of the University;
- (h) schools, institutes and other teaching and research units;
- (i) persons holding the offices constituted by the First Schedule to the Act other than those mentioned in para. (a) to (d) of the subsection;
- (j) all graduates and undergraduates of the University; and
- (k) all other persons who are members of the University in accordance with provisions made by statute in that behalf.

Findings/Observations:

Prior to September 7, 2007 and in compliance with the provision of the Law, there existed one office of the Deputy Vice-Chancellor. The office of the Deputy Vice-Chancellor (Academic) was later established to assist with the routine duties of the Vice-Chancellor due to the remarkable growth of the University within the last two decades. The creation of the office of Deputy Vice-Chancellor (Academic) with clearly assigned roles and responsibilities has strengthened the administrative machinery for effective service delivery in Nigerian Universities and in FUNAAB.

In the two previous Visitation Reports (1999-2003) and (2004-2010) observations and recommendations were made with respect to implementing the provisions of the Universities of Agriculture Act.

Specifically, the last Visitation Panel noted that given the provisions of the Act, the transfer of the supervision and control of the Universities of Agriculture to the ambit of the Federal Ministry of Education and National Universities Commission was in the breach. The Visitor had directed the Federal Ministry of Education to undertake a comprehensive review of the laws establishing the Universities of Agriculture, as one of the outcomes of the (2004 – 2010) Visitation exercise. The process of implementing the Visitor’s directive has commenced.

7.1 The Internal Organs of the University

7.1.1 The Governing Council

The Governing Council of the University consists of the Pro-Chancellor as Chairman; the Vice-Chancellor; Deputy Vice-Chancellors; one person from the Ministry responsible for education; four persons representing a variety of interests and broadly representative of the whole Federation to be appointed by the Senate from among its members; two persons appointed by Congregation from among its members; one person appointed from Convocation from among its members.

The Council shall be the governing body of the University and shall be charged with the general control and superintendence of the policy, finance and property of the University.

Furthermore, “there shall be a Committee of the Council to be known as the Finance and General Purposes Committee, which shall, subject to the directions of the Council, exercise control over the policy, finance and property of the University and perform such other functions of the Council as the Council may, from time to time, delegate to it”.

The functions of the Council are detailed in Section 8(3-10) of the University Act.

Findings

The two Governing Councils within the 2016-2020 period under review headed by Senator Adeyeye Ogunlewe (2013-2017) and Dr Aboki Zhawa (2017-2021) were properly constituted according to the Universities (Miscellaneous Provisions) (Amendment) Act 2003 otherwise called the Universities Autonomy Act No.1, 2007).

The internal crises that rocked the Federal University of Agriculture, Abeokuta in 2016, led to the resignation of Senator Adeseye Ogunlewe in November 2016. The intervention of the Hon. Minister of Education, through the Executive Secretary, National Universities Commission, Prof. Abubakar Adamu Rasheed, addressed the lacuna created by the resignation of the Chairman of Council. The Dr. (Barr.) Aboki Zhawa led - Governing Council worked hard and successfully in restoring peace and recovery in the University.

7.1.2 The Senate

The University Act vests the Senate of the University with the general functions to organise and control teaching at the University, the admission and discipline of students and promotion of research in the University.

“It shall be the function of Senate to make provision for the supervision of the welfare of students at the University and the regulation of their conduct”.

“Subject to the right of appeal to the Council from a decision of the Senate under this subsection, the Senate may deprive any person the privilege to be awarded any degree, diploma or other award of the University which has been conferred upon him if after due enquiry he is shown to have been guilty of dishonourable or scandalous conduct in gaining admission into University or obtaining that award”.

Findings

The Senate of the Federal University of Agriculture, Abeokuta discharged its responsibilities efficiently with respect to the regularity of meetings and quality of decisions taken. Senate made provision for the establishment of new Colleges, Programmes, etc.

7.1.3 The Congregation

The composition of Congregation has been spelt out in Section 4 of the Second Schedule of the University Act. Section 4(6) further states that “Congregation shall be entitled to express by resolution or otherwise its opinion on all matters affecting the interest and welfare of the University and shall have such other functions in addition to the function of electing a member of the Council as may be provided by statute and regulations”.

7.1.4 The Convocation

Section 5, sub-section 1 states the composition of convocation. Sub-section (2a-b) states further:

“A person shall be entitled to have his name registered as a member of Convocation if he is either a graduate of the University or a person satisfying such requirements as may be prescribed for the purposes of this paragraph and he applies for the registration of his name in the prescribed manner and pays the prescribed fees”.

Finding

Congregation and Convocation are duly represented in the FUNAAB Governing Council and they have continued to contribute to the decision-making process and development of the University.

7.1.5 Committee System

In order to facilitate the operations of the provisions of the Act establishing a University, the Committee system is used in the various organs of the University governance – namely the Council, Senate, Congregation and Convocation.

The significance of the Committee system in the governance and administrative machinery of the University system is captured under “Appointment of Committee, etc.” in Section 25 subsection (1) – (5) of the Second Schedule of the Universities of Agriculture Act. Subsections 2 (1) and (5) are reproduced below:

- (1) Anybody of persons established by this Act shall, without prejudice to the generality of the powers of that body, have power to appoint committees, which need not consist exclusively of members of that body and to authorise a committee established by it:
 - (a) to exercise, on its behalf, such of its functions as it may determine;
 - (b) to co-opt members, and may direct whether or not co-opted members (if any) shall be entitled to vote in that committee”;
- (2) The Pro-Chancellor and the Vice-Chancellor shall be members of every committee of which the members are wholly or partly appointed by the Council (other than a committee appointed to inquire into the conduct of any officer in question); and the Vice-Chancellor shall be a member of every committee of which the members are wholly or partly appointed by the Senate”.

Finding

The Committee system is in full practice at the Federal University of Agriculture, Abeokuta at the Departmental, College, Senate and Governing Council levels. These Committees at these various levels have contributed immensely to the growth and development of the University.

7.2 Principal Officers

7.2.1 The Vice-Chancellor

It is pertinent to note that the image and the fulfilment of the goals establishing a University are dependent on the extent to which the policy direction and administration of the University are conducted. This in turn is dependent on the day to day running of the University, which falls squarely on the shoulders of the Vice-Chancellor and the Management Team. The Vice-Chancellor shall have the general function in addition to any other functions conferred on him by the Law/Act, of directing the activities of the University and shall to the exclusion of any other person or authority, be the Chief Executive and Chief Academic Officer of the University and ex-officio Chairman of the Senate.

The Vice-Chancellor has the responsibility of:

- (v) Ensuring that the objects of the University and the approved decisions and projects of Council and Senate for the development of institution are carried out;
- (vi) Sustaining the tradition and best practices of the University;

- (vii) Encouraging public-private-partnership with reputable and willing private sector operators;
- (viii) Sourcing for funds to supplement budget allocation.

Findings.

Two Vice-Chancellors were covered within this period (2016-2020) of the Visitation exercise. Prof. Olusola B. Oyewole (from 24th May, 2012 to 23rd May, 2017) and Prof. Felix K. Salako who was appointed with effect from (1st November 2017 to 31st October, 2022). In between them was an Acting Vice-Chancellor, Prof. Ololade A. Enikuomihin appointed by the Governing Council from 24th May, 2017 to 31st October 2017).

Prof. Olusola B. Oyewole (1st January, 2016 - 24th May, 2017)

The Vice-Chancellor produced the 2014-2020 Strategic Plan Document, encapsulating the vision and mission statements for academic and physical development.

Efforts were made on his part and the management to consolidate the structures (Directorate and Centres) put in place by previous administrations to enable them achieve their objectives in the development of University. Prof. Oyewole built some partnerships with organisations through the corporate social Responsibility Initiatives – with the Private Sector. A number of building projects were undertaken to increase space for lectures, teaching and research.

In this last year of his tenure as Vice-Chancellor, the University was riddled with internal crises involving the then Bursar, Mr Moses Ilesanmi, the Chairman of Council, Senator Adeseye Ogunlewe and the Vice-Chancellor. The poor handling of the issues at stake by the parties involved led to the escalation and externalisation of the situation which caused a huge damage and loss to the University. The major causality of the 2016 crises was that FUNAAB lost its multimillion dollar World Bank Project status as the African Centre of Excellence in Agricultural Development and Sustainable Environment (CEADESE).

Prof. Ololade A. Enikuomihin

He acted as Vice-Chancellor for about six months and worked in collaboration with the Governing Council to restore peace to the University.

Prof. Felix K. Salako:

The Vice-Chancellor, Prof. Felix K. Salako served as Deputy Vice-Chancellor (Development) to Prof. O.O. Balogun and Prof. O.B. Oyewole.

He has so far displayed his grasp of the University Law and existing Regulations in administering of the University and in his relationship with the Governing Council and Senate, Congregation and Convocation. He has so far discharged his responsibilities and the functions of his office through the aggressive development of infrastructure for teaching, research and community service (Extension Services).

7.2.2 The Deputy Vice-Chancellor

The Deputy Vice-Chancellor is appointed to assist the Vice-Chancellor in the performance of his functions and acts as Vice-Chancellor when he is outside the precincts of the University and performs such other functions as the Vice-Chancellor may assign to him.

The process for the appointment of a Vice-Chancellor is clearly outlined in the First Schedule of the Act, Section 4(1) - (5). The Deputy Vice-Chancellor has a term of two years in the first instance and may be reappointed for one further period of two years and no more.

Findings:

The Deputy Vice-Chancellors who served under the two Vice-Chancellors and Governing Councils in the period under review were:

- (i) Prof. O.A. Enikuomihin (DVC Development)
(January 7, 2016 to May 23, 2018)
- (ii) Prof. C.O. Eromosele (DVC Academic)
(January 7, 2016 to January 7, 2018)
- (iii) Prof. L.O. Sanni (DVC Development)
(December 8, 2017 to December 6, 2019)
- (iv) Prof. M.A. Dipeolu (DVC Academic)
(January 8, 2018 to January 7, 2020)
- (v) Prof. C.O. Adeogun (DVC Development)
(December 8, 2019 – till-date)
- (vi) Prof. Bolanle Akeredolu-Ale (DVC Academic)
(December 8, 2019 – till-date)

From the records made available to the Panel, the DVCs performed well under the Vice-Chancellors they worked with. One of them was appointed Acting Vice-Chancellor in the time of crisis in 2016 and he held the fort successfully.

7.2.3 The Registrar

The Registrar is the Chief Administrative Officer of the University and shall be responsible to the Vice-Chancellor for the day-to-day administrative work of the University. The effectiveness of the University administration, the statutory bodies (Council, Senate, Congregation, Convocation, etc.) and their various sub-committees in turn determine the success of the University administration.

The Registry is in addition the service centre to the entire University community and the public in general. The functions of the Registrar as Secretary to the statutory bodies are discharged through the various Divisions and Units created in the University. The following Divisions/ Units are supervised by the Registrar in FUNAAB:

- (i) Council Affairs Division;
- (ii) Senate and Admissions Division;
- (iii) Examinations and Records Division;
- (iv) Senior Non-teaching Staff Establishment Division;
- (v) Academic Staff Establishment Division;

- (vi) Junior Staff Establishment Division; and
- (vii) Pension Administration

The four persons who served as Registrars either in acting or substantive capacity were: Each of them was Mr. Matthew O. Ayoola – 1st June, 2012 – 31st May, 2016; Mr. Charles O. Ogini (acting) – 14th December, 2016 - 3rd March, 2017; Dr. (Mrs.) Linda O. Onwuka (Acting) 1st June, 2017 – 30th September, 2017. They were all duly appointed and they served the University creditably within the ambit of the Act that appointed them and the functions of their office.

The sitting Registrar, Dr. Hakeem B. Adekola was appointed substantive Registrar with effect from 2nd October 2017 till-date.

7.2.4 The Bursar

The Bursar is the Chief Financial Officer of the University and is responsible to the Vice-Chancellor in the day-to-day administration and control of the financial affairs of the University.

The Bursar shall be appointed by the Council on the recommendation of the Selection Board constituted under paragraph 8 of the Second Schedule of the Act.

Mrs Oluyemi Oyewunmi served as Ag. Bursar from Oct 6th, 2016 to Oct 13th 2017 until Mr. Chukwunike Ezekpeazu was appointed substantive Bursar from Oct 16th 2017 till date.

7.2.5 The University Librarian

According to Section 6 (3) of the First Schedule of the Act establishing the University, the University Librarian shall be responsible to the Vice Chancellor for the administration of the University Library and the coordination of the Library services in the University and its campuses, Colleges, Departments, Institutes and other teaching or research units. The University Librarian shall be appointed by the Council on the recommendation of the Selection Board constituted under Section 8 of the Second Schedule of the Act.

Dr. Mulikat O. Salaam served as the University Librarian up till 20th Dec .2017. Dr (Mrs) Fehintola Onifade was appointed Ag. University Librarian from 21st Dec. 2017 to June 6th 2018 when she was appointed the present University Librarian.

Findings

The Principal Officers (Registrar, Bursar and the University Librarian) who served within the period of this assessment were duly appointed and through the offices they occupied, they carried out their responsibilities in line with the University Act establishing those offices.

Recommendation

The University Governing Council should continue to ensure compliance with the due process in the appointment of Principal Officers and empower them to perform maximally in the discharge of their responsibilities.

Findings /Observations

7.3 Relationship between the Various Internal Organs in the University and the Ways the Law Has Been Observed by Competent Authorities (2016-2020)

In reviewing the documents submitted and studying the decisions taken by competent authorities such as the Governing Council and the University Senate side by side with the University Law as the guide, the Visitation Panel made some findings:

7.3.1 Governing Council Actions

Findings/ Observation.

- (iv) At the 86th Meeting of the Governing Council held on the 17th March 2016. Council approved the incorporation of the Report of the Committee on the Review of the Existing Guidelines for Academic Staff Promotion into the new Rules and Regulations for senior staff.
- (v) The Panel noted that FUNAAB Council approved the establishment the FUNAAB Draft Policy on Research presented by Senate. The Policy provides guidelines for research activities that would ensure excellence and integrity in the conduct of research and implementation of projects.

Council in approving Senate request noted that the "Policy would strengthen research and scholarship by staff and students in all areas that would benefit the society at the local, national and global levels with FUNAAB'S Vision to be a centre of excellence in knowledge generation for global development and sustenance of an environmentally friendly society". Council equally approved that the University should establish and operate a University Research Fund for the Research Policy. Panel further observed that this step on the part of Council working in synergy with senate is supported by the provisions of University Act.

- (vi) Revocation of Interdiction of Prof. O. B. Oyewole:
- (d) The Panel observed that the 2016 crises in FUNAAB led to the interdiction of the immediate past Vice- Chancellor Prof. O. B. Oyewole based on his arraignment in the Ogun State High Court by the EFCC.

- (e) Following the judgement delivered in May 2018 in which Prof. Oyewole was discharged and acquitted of all the charges levelled against him by the EFCC, Prof. Oyewole requested the Governing Council to revoke the interdiction.
- (f) Council considered the request and lifted the interdiction based on Sections (10) of the University Rules and Regulation which states that:
Where an employee under interdiction is found not guilty of all the charges, he shall be re- instated and shall receive the balance of his salary for the whole period of his interdiction. Council may however review the circumstances of the case with a view to determining the desirability of the continuation in the service of the University, otherwise, his appointment may be terminated forthwith.

The Panel further observes that by this action on the part of Council, it has observed the law as a competent authority in the governance of FUNAAB.

Recommendation

The University Management should take another look at the cases in court involving the University and aggrieved persons or groups and advise Council accordingly where the need arises

7.3.2 The NUC Intervention in FUNAAB:

The Visitation Panel observed the following;

Following the crises in the Federal University of Agriculture, Abeokuta in 2016 which led to the resignation of the Chairman of the Council, Senator Adeseye K. Ogunlewe, the Executive Secretary held a meeting with the Governing Council members on the 13th December 2016.

The Executive Secretary, Prof. Abubakar A. Rasheed identified the immediate causes of the crises to include:

- (vi) The action of the former Bursar of the University, Mr. M. O Ilesanmi, whose request for one year extension was turned down by the Governing Council, and in his reaction, he used his influence and knowledge to hold the University to ransom.
- (vii) The allegation of Overbearing and High Handedness by the Pro-Chancellor, Senator Adeseye K. Ogunlewe.
- (viii) Allegation of high handedness of the Vice-Chancellor, Prof. O. B. Oyewole who terminated the appointment of the supposed whistle blowers, which timing was not appropriate.
- (ix) Politics of succession.
- (x) The petition to EFCC on a corruption against the Pro-Chancellor, the Vice-Chancellor and the Bursar, leading to a High Court case in Abeokuta and the resignation of the Pro-Chancellor.

The University was advised to constitute a 15- man panel to investigate the remote and immediate causes of the problems of the University, with specific terms of reference. The Report was to be submitted to the Visitation panel.

RECOMMENDATION

The Panel commends the NUC for the prompt steps taken to arrest the situation.

7.3.3 Transfer of Universities of Agriculture from the Federal Ministry of Education to the Federal Ministry of Agricultural and Rural Development:

Findings:

From the information available the Panel observed that at the 95th Meeting of the Governing Council held on 8th July 2017, the letter from the Honourable Minister of Agriculture and Rural Development on the formal notice of transfer of the Agricultural Universities from the Federal Ministry of Education to Federal Ministry of Agriculture and Rural Development was received. The transfer was as a result of the President's (Visitor's) approval for immediate implementation of the new policy.

Observation:

The Panel expects FUNAAB and other Universities of Agriculture to follow up with all other Stakeholders in executing the Visitor's directives in all its ramifications.

7.3.4 Procedure for Students' Discipline:

- (i) Students write statement of the event at the Chief Security Officer's (CSO's) Office.
- (ii) The Chief Security Officer (CSO) and his team investigate.
- (iii) Where the alleged offence is examination- related, the CSO sends the statement along with his report to the Deputy Vice-Chancellor (Academic).
- (iv) For all other offences, the CSO sent his report along with the student's statement to the Vice-Chancellor who in turn sends same to the Deputy Vice-Chancellor (Academic).
- (v) The Deputy Vice-Chancellor (Academic) calls a meeting of the Student Disciplinary Committee (SDC) to consider the report of the alleged offence. The student and complainant are also invited for fair hearing.
- (vi) The recommendation of Student Disciplinary Committee is forwarded to the University Senate for its final decision.
- (vii) The decision of Senate is communicated to the student(s) and parent(s).

7.3.5 Staff Discipline

A workplace disciplinary policy provides employees with clear guidelines for expected conduct and what consequences they can expect if the rules are violated. Staff discipline in FUNAAB covers misconduct, disciplinary actions; interdiction; removal from office or dismissal from office; discipline of principal officers, except the Vice Chancellor; compulsory retirement,

guidelines on termination of appointment; procedure for disciplinary action; compulsory retirement; resignation of appointment and; right of appeal. The University has rules and regulations on procedure for the discipline of all academic, administrative and professional staff.

Observations/Findings

Panel observed the following:

- (viii) Sections 17 & 18 of the University's Act have provisions for the procedure for staff discipline. While Section 17 of the Act deals with removal and discipline of academic, administrative and professional staff, section 18 provides procedures for staff discipline.
- (ix) The power to exercise disciplinary control over staff members is vested on University Council and the Vice Chancellor.
- (x) In consonance with the Act, the University also has approved documents of rules and regulations for both the senior and junior staff.
- (xi) In many respects, the provisions of the Rules and Regulations also serve as a Code of Conduct for staff.
- (xii) Broad principles of Personnel Policy for the University are outlined for the guidance of the University Management and staff.
- (xiii) Concrete aspects of personnel policy dealt with by the Rules and Regulations include appointment, promotions, leave passages, staff discipline, loans advances and allowances, retirement in line with Pension Reform Act and Group Life Insurance Benefits in the University.
- (xiv) Staff discipline covers misconduct, disciplinary actions; interdiction; removal from office or dismissal from office; discipline of principal officers, except the Vice Chancellor; compulsory retirement, guidelines on termination of appointment; procedure for disciplinary action; compulsory retirement; resignation of appointment and right of appeal.

Recommendation

The provisions of sections 17 and 18 of the Act and the Rules and Regulations for both the senior and junior staff respectively are sufficient in the present circumstance of the University and should be sustained for the proper running and governance of the University.

CHAPTER 10

TERM OF REFERENCE 8

To Trace the Historical Evolution of the University and take stock of its net achievements and problems as well as its style and direction.

8.0 Introduction

The Federal University of Agriculture, Abeokuta (FUNAAB) was established on 1st January, 1988. Prior to the emergence of FUNAAB, was Federal University of Technology, Abeokuta established in 1983, merged with the University of Lagos in 1984 and christened College of Science and Technology 1984, before the demerger in 1988.

Prof. Nurudeen Olorun-Nimbe Adedipe was appointed the Pioneer Vice Chancellor on 8th January 1988. The University started off from the old campus of Abeokuta Grammar School, Isale-Igbein, Abeokuta and moved to the permanent site along Alabata Road in 1997. Prof. N.O. Adedipe completed his tenure on 31st December, 1995 and was succeeded by Prof. Julius A. Okojie, first in acting capacity from 1st January 1996 to 2nd September 1996 when he was confirmed as the substantive Vice Chancellor. Prof. Okojie served for five years with his tenure ending on 31st August, 2001. Prof. Ishola Adamson was appointed Acting Vice Chancellor on 1st September, 2001 till 24th May, 2007 when the fourth Vice Chancellor, Prof. Oluwafemi Olaiya Balogun was appointed on 24th May, 2007 and served for five years. It was during his tenure that the name of the University was changed to the Federal University of Agriculture, Abeokuta (FUNAAB).

Prof. Balogun was succeeded by Prof. Olusola Bandele Oyewole as the fifth substantive Vice Chancellor on 24th May, 2017. Another brief interregnum brought in an Acting Vice Chancellor, Prof. Ololade Adeduro Enikuomehin from 24th May, 2017 till 31st October, 2017.

The current Vice Chancellor, Prof. Felix Kolawole Salako assumed office as the sixth substantive Vice Chancellor on 1st November, 2017. Over the thirty-three years of its existence, the administration and management of the University has strengthened efforts to keep faith with its tripodal mandate of Teaching, Research and Extension Services and has grown to an enviable height.

The Federal University of Agriculture, Abeokuta has in its tradition of excellence continued to produce, through its endowed human and material resources, quality graduates who are well-skilled and adequately furnished with comprehensive information required for engaging in profitable agricultural production.

8.1 Administration and Management of the University from inception to 2020.

8.1.1 The Chancellors

His Royal Highness, Alhaji Kabir Umar, the Emir of Katagum in Bauchi State was appointed as first Chancellor in 1989. He served until 2001. Next was His Royal Highness, Oba Adeyinka Oyekan, the Oba of Lagos (now late). He served from 2001 to 2003. His Royal Majesty, Obi (Prof.) Joseph Chike Edozien, the Asagba of Asaba in Delta State, served as Chancellor from 2004 to 2015. The current Chancellor is His Royal Eminence Ediden Ekpo Okon, Abasi Otu V. He was appointed in 2015.

8.1.2 The Governing Council

The first Council was constituted on May 18 1989 under the Chairmanship of Alhaji Muhammadu Jega, former Head of Service and Secretary to the Sokoto State Government. On September 1, 1990 the Council was reconstituted with Alhaji Muhammadu Jega retained as Chairman. The second Governing Council was constituted in 2000 for five years, with Sanni Bagiwa Idris as Chairman. The third Council came on board in 2005 and was dissolved in November, 2007 by the Federal Government, Elder Brigadier (Rtd.) Bassey Asuquo, a one-time Military Administrator of Kogi and Delta States respectively, was the Chairman. The fourth Council was constituted in January 2009 with Mr. Raphael Oluwole Osayemi as the Chairman, later replaced with Chief Olakunle Ayinde Osayemi. The next Council was constituted in April 2013 with Senator Sir. Adeseye Ogunlewe as Chairman, who resigned his appointment in November 2016 because of the crisis in the University. Dr. Aboki Zhawa was appointed Pro-Chancellor in May 2017 and completed his tenure in May 2021.

8.1.3 Vice-Chancellors

FUNAAB had six Vice-Chancellors in both acting and substantive positions from inception till 2015. They are:

- i) Professor Nurudeen Adedipe
8th January, 1988 - 31stDecember, 1991
1st January, 1992 -31st December, 1995
- ii) Professor Julius Amioba Okojie
1st January, 1996 -2nd September, 1996 (Acting)
2nd September, 1996 – September, 2001 (Vice Chancellor)
- iii) Professor Israel Folorunso Adu
1st September, 2001 -31st August, 2006
- iv) Professor Ishola Adamson (Acting)
1st September, 2006 - May 2007
- v) Professor Oluwafemi Olaiya Balogun
24th May, 2007 - April, 2012
- vi) Professor Olusola Bandele Oyewole
24th May 2012 –23rd May, 2017
- vii) Prof. Ololade A. Enikuomihin (Acting)

24th May, 2017 – 31st Oct. 2017

- viii) Prof. Felix K. Salako
1st November, 2017 –Till date.

Observations:

The Visitation Panel through the written information gathered from the various memoranda submitted, and oral interviews conducted, observed that there was a major crisis in 2016 involving some principal officers of the University with the partisan involvement of some of the Staff Unions. The chairman of Council, Senator Adeseye Ogunlewe, Vice-Chancellor, Prof. O.B. Oyewole and Bursar, Mr. Moses Ilesanmi were directly affected.

The crises adversely affected the University. The Chairman of Council resigned his appointment in November 2016.

The appointment of a new Pro-Chancellor, Dr. Aboki Zhawa and Vice-Chancellor, Prof. Felix K. Salako in May and November 2017 respectively, paved the way for the restoration of peace and progress in the University. The University has largely recovered from the crises.

Recommendation

University administrations at every level should be proactive in the management of crises and avoid any form of partnership from any person or group of persons, to avoid the escalation of the problem.

8.2 The Objectives of the Universities of Agriculture

The Federal Universities of Agriculture Act provides the objectives of Universities of Agriculture put in place by the Federal Government to enable them fulfill the tripodal mandate of Teaching, Research and Extension Services as follows:

- (i) to develop and offer academic and professional programmes leading to the award of diplomas, first degrees, postgraduate research and higher degrees which emphasize planning, adaptive, technical, maintenance, developmental engineering, and allied professional disciplines with the aim of producing socially mature persons with capacity to improve on those disciplines and develop new ones, but also to contribute to the scientific transformation of agriculture in Nigeria;
- (ii) to act as agents and catalyst through postgraduate training, research and innovation for the effective and economic utilization, exploitation and conservation of Nigeria's natural, agricultural, economic and human resources;
- (iii) to offer the general population, as a form of public service, the results of training and research, in agriculture and allied disciplines and to foster the practical application of these results;
- (iv) to establish appropriate relationships with other national institutions involved in training, research and development of agriculture;
- (v) to identify the agricultural problems and needs of Nigeria and to find solutions to them within the confers of overall national development;

- (vi) to provide and promote sound basic scientific training as a foundation for the development of agriculture and allied disciplines, taking into account indigenous culture, the need to enhance national unity, the need to vastly increase the practical concert of student training, and adequate preparation of graduates for self-employment in agriculture and allied professions;
- (vii) to promote and emphasize teaching, research and extension of agricultural knowledge, including agricultural extension services and outreach programmes, in-service training, continuing education, and farm adaptive research;
- (viii) to offer academic programmes in relation to the training of manpower for agriculture in Nigeria;
- (ix) to organise research relevant to training of agriculture with emphasis on small-scale farming;
- (x) to organise extension services and outreach programmes for technology transfer;
- (xi) to establish institutional linkages in order to foster collaboration and integration of training, research, and extension activities; and
- (xii) to undertake any other activities, appropriate for Universities of Agriculture.

8.3 Growth and Development of Academic Programmes in the University

The Federal University of Agriculture, Abeokuta operates a collegiate system in the operation of its academic activities.

The University started with five Colleges in October 1988 as follows:

- (i) College of Natural Science (COLNAS).
- (ii) College of Agricultural Management and Rural Development (COLAMRUD).
- (iii) College of Environmental Resources Management (COLERM).
- (iv) College of Animal Science and Livestock Production (COLANIM).
- (v) College of Plant Science and Crop Protection (COLPLANT).

In March 2002, two additional Colleges were introduced, namely: Colleges of Engineering (COLENG) and College of Veterinary Medicine (COLVET).

In 2008/2009 Academic Session, the College of Agricultural Management, Rural Development and Consumer Studies was split into two Colleges, namely:

- (i) College of Food Science and Human Ecology (COLFHEC).
- (ii) College of Agricultural Management and Rural Development (COLAMRUD).

The College of Management Sciences was created on 17th October, 2011 to run courses in the Social Sciences.

The College of Natural Sciences (COLNAS) was also bifurcated in 2014/2015 session into:

- (i) College of Biosciences (COLBIOS); and
- (ii) College of Physical Sciences (COLPHYS).

8.4 Student Enrolment

The figures for the students' enrolment for the period under review are presented in Table 10.1.

Students' enrolment for the three modes of study clearly indicated a relative stability in students' population, and captures for this period, a stabilised admission policy in line with the facilities and personnel available for teaching and research. It also reflects the determination on the part of the University to comply with the JAMB-approved admission quota for the various programmes in the in the University.

8.5 Staff Population

In Table 10.2, the total staff population with the staff disposition is presented. For the academic staff, the staff mix ratio by rank was 38:23:39 for the professorial: senior lectureship: other academic staff, ratio. The top-heavy picture is a reflection of the growing strength and maturity of the thirty-two-year-old University, and the academic productivity of the staff based on research, publication, and community service. The ratio of non-academic to academic staff ratio was 2.88:1.

Observations

The Panel observed the orderly growth of the University with respect to the student population and expects the University Management to sustain the trend.

Student enrolment and total staff strength (including the academic staff ratio by rank in the 2016-2020 period increased proportionately over the information gathered in the 2011-2015 period of the Visitation exercise, giving a clear direction of a planned development and growth of the University.

Recommendations:

- (iv) Panel recommends the continued step-up of the funding of the Federal University of Agriculture, Abeokuta by the statutory funding bodies to enable her continue to fulfil its mandate.
- (v) The University Management should continue to sustain the regulated growth of students' enrolment in line with the available facilities, personnel and the carrying capacity of the programme as specified by the NUC.
- (vi) Academic staff recruitment and promotion to the senior lectureship rank should be considered by the University management, to bridge the gap for that cadre of academic staff.

Table 10.1: Student Enrolment 2016-2020

Session	Full Time		Part Time	Total
	Undergraduate Students	Postgraduate Students		
2015/2016	15,847	1,466	632	17,945
2016/2017	16,144	1,282	456	17,882

2017/2018	15,493	1,215	353	17,063
2018/2019	15,689	986	390	17,065
2019/2020	16,197	1,117	597	17,911

Table 10.2: Staff Population 2016-2020

Session	Professorial Rank	Senior Lecturer	Other Academic Staff	Non-Academic Staff		Total
				Senior	Junior	
2015/2016	220	143	193	992	723	2,271
2016/2017	233	127	234	1,056	680	2,330
2017/2018	234	150	201	1,148	527	2,260
2018/2019	253	141	285	1,300	569	2,548
2019/2020	240	137	282	1,306	541	2,506

8.6 Evolution of Academic and Non-Academic Supporting Units

8.6.1 The 'Nimbe Adedípe Library

The University Library named after the founding Vice-Chancellor is built at the heart of the University on the highest plane of the campus where all academic units and centres revolve around it. The mission of the University Library is to provide user centred information environment that support inspirational teaching, exemplary research, meaningful service and lifelong learning to the local and global University community. In support of this mission the University integrates prints, electronic and multimedia resources and provides a comprehensive programme for services which allow broad access to information in all formats.

The Library collection has been growing steadily over the years. The Library has the capacity to hold 200,000 volumes of books but at present the library has a collection of 84,185 volumes of books and monographs as well as 5,000 volumes of bound journals. It also subscribes to 185 foreign and local journals in both electronic and print formats.

The library is centrally located and with capacity to hold 600 users at a time, with a 24-hour reading room that can accommodate 100 users.

The library started its automation programme in 1994. The library later migrated from the DOS based TINLIB software to the more versatile windows based Graphical Library Automated System (GLAS) software capable of operating 50 work stations within the Library.

During the 2012/2013 session and in line with the latest technology advancement, the library acquired KOHA, an integrated Library Management software which enables the users to access library resources and services anywhere.

The Library Online Open Access Catalogue (OPAC) is fully functional making it possible to access bibliographical details of library holdings/ resources online. The library currently has access to six electronic databases online including TEEAL, AGORA HINARI, Elsevier, CAB Abstracts, and the NUC's Nigeria Virtual Library.

The University Librarians who served during the period of this review are: Dr. (Mrs.) Mulikat Salami from May 25, 2011 to December 20, 2012 in acting capacity and from December 21, 2012 to December 20, 2017. Dr. (Mrs.) Fehintola N. Onifade served in acting capacity from December 21, 2017 to June 6, 2018 and was appointed the substantive University Librarian from June 7, 2018 till-date.

Observations/Findings:

The panel observed the following about the University Library:

- (iv) The Panel observed that unlike in the 2011-2015 period of review, when the sitting capacity was inadequate the University had embarked on a project of increased sitting capacity for readers. When the new Library Annex is put to full use, the University Library will conveniently accommodate 1700 readers.
- (v) The current efforts of the use of electronic and multimedia resources expanding readings and increasing space is expected to relieve the pressure on the University Library.
- (vi) In 2018, the Library commenced the online registration for its users, such that students did not need to get to the Library before registering. Within this period of review, the Panel observed that the University, under the TETFund library intervention grant, acquired some digital equipment such as the bookeye professional scanners to digitise our local contents and make them international.

Recommendation

The University should continue to sustain the tempo of development and the expansion in the volumes of current books and journals.

8.6.2 The University Registry

The Registry is the administrative nerve centre of the University where all administrative activities are co-ordinated. The Registry is the custodian of University records and is headed by the Registrar/Chief Administrative Officer of the University. The Registrar is responsible to the Vice-Chancellor for the day-to-day administration of the University and he is by virtue of the office, the Secretary to the Council, Senate, Congregation and Convocation. Mrs. Christianah Bisola Kuforiji acted as Registrar from August 2011 to May 2012 while Mr. Mathew Odunlade Ayoola was Registrar from 1st June, 2012 to 31st May, 2016. Mr. Charles O. Oginni was appointed acting Registrar from December 14, 2016 to March 3, 2017, while Dr. (Mrs.) Linda O. Onwuka was appointed acting Registrar from June 1, 2017 to September 30, 2017. Dr. Hakeem Adebola Adekola was appointed substantive Registrar with effect from October 2, 2017.

Initially, the Registry had four main divisions in addition to the Registrar's Office namely:

- (i) Council Affairs;
- (ii) Academic Affairs;
- (iii) Personnel Affairs; and
- (iv) Executive Affairs (domiciled in the Vice-Chancellor's Office).

The Registry has evolved over the years and under the current leadership, it has been successfully repositioned to discharge its statutory responsibilities to the public, staff and students in line with the University Mission and Vision by adopting the principles and practices of the 21st Century University Administration.

Presently, in addition to the Registrar's Office, the Registry has the underlisted Units:

- (i) Council Affairs Unit;
- (ii) Senate and Admissions Unit;
- (iii) Examinations and Records Unit;
- (iv) Academic Staff Establishment Unit;
- (v) Senior Non-Teaching Staff Establishment Unit;
- (vi) Junior Staff Establishment Unit; and
- (vii) Executive Affairs Unit (domiciled in the Vice-Chancellor's Office).

8.6.3 The University Bursary

The Bursary is the Department of the University charged with the responsibility of managing the financial resources of the institution. The Department is under the headship of the Bursar, who is the Chief Financial Officer of the University. He is responsible to the Vice-Chancellor for the day-to-day administration and control of the financial affairs of the University.

Mr. Moses Olusola Ilesanmi was Bursar from 23rd September, 2011 to 22nd September, 2016. Mrs. Oluremi Oyewumi was appointed acting Bursar from October 6, 2016 to Oct. 13, 2017. With effect from October 16, 2017, Mr. Chukwunike Ezekpazu was appointed substantive Bursar till 2022.

8.6.4 Directorate of Works and Services

The Directorate of Works and Services was established at the inception of the University and it is charged with the responsibilities of planning, design organisation and implementation of maintenance and rehabilitation works as related to Civil Mechanical and Electrical facilities in the University.

Rehabilitation projects are carried out either by contract or direct labour. The Directorate is responsible for the preparation of all necessary documents on rehabilitation, projects to be carried out by contract, recommend contractors and supervise their works.

The Directorate is sub-divided into four main Units. The Director co-ordinates the Units and he is responsible to the Vice-Chancellor for the day-to-day activities of the Directorate.

The Units are: Electrical, Civil, Mechanical and Store Unit (managed by an appropriate Store Officer). Presently, the Directorate is under the leadership of Engr. O.O. Akinyele.

8.6.5 Information and Communication Technology Resource Centre (ICTREC)

The Centre was established by the University in 1980 as a Computer Centre and it metamorphosed into Information and Communications Technology Resource Centre in 2009. The ICT Resource Centre coordinates Information and Communications Technology related activities of the University to serve the entire community.

The Centre is divided into the following units:

- i. Network Administration and Internet Unit.
- ii. Management Information and Internet Service Unit.
- iii. Training and help Desk Unit.
- iv. Product Development Unit.
- v. Hardware Maintenance Unit.

The Centre has the mandate to achieve the following:

- a. Dissemination of good practices in Information and Communication Technology innovations to scale up successful computing activities.
- b. Discharging appropriate staff and students' development through ICT training in order to ensure progress at the Institutional levels.
- c. Support research and development in learning objects with respect to ICT.
- d. Promoting and relating interactions between ICT vendors and the University.
- e. Developing ICT solutions and facilitating use of open soft solutions that can enhance the delivery of the core mandate of the University.
- f. Providing multimedia coverage for learning, teaching research and other general uses among others.

The Centre has been achieving these tasks successfully under the current Acting Director, Mr. O.B. Ajayi.

8.6.6 The Directorate of Health Services

The Directorate of Health Services has been in existence since the inception of the University. The Clinic at inception offered out-patient services operated in a single shift. Later, the Clinic introduced two shifts, with four bed observation rooms for fairly serious cases. In 1996, the Health Centre introduced 24-hours service. Support services include Medical Laboratory, Pharmacy, Medical Records, Laundry/Cleaning Services.

It is to be noted that the University Health Services has evolved over the years to a Directorate status.

The mandate of the Directorate of Health Services is to give qualitative health care to students, staff and staff dependants within the context of primary health care. It is also the

duty of the Directorate of Health Services to oversee the environmental health of the institution. At the moment, the Directorate is headed by Dr. A.O. Amusan. The Directorate of Health Services has enjoyed a rapid growth and recognition as a NHIS facility and it has now been upgraded to Secondary Health Service Provider status by the State Government.

8.7 Research Activities in the University

The history surrounding the establishment of the Federal University of Agriculture, Abeokuta by way of its objectives is strongly attached to research. Barely two years after the take-off of the University was (RES DEC) established in April 1990 and on 3rd December 2009, it evolved into the Institute of Food Security Environmental Research (IFSERAR).

The Mandate, Mission and Vision of IFSERAR have been so carefully packaged to address food security challenges in Nigeria. IFSERAR operates through eight research programmes which at the same status with academic Departments in Colleges. These are:

- ix. Agriculture Mechanization and Energy Research Programme (AMERD).
- x. Agriculture and Fisheries Research Programme (RSRP).
- xi. Bioscience Research Programme (NSRP).
- xii. Crop Production Research programme (CRP).
- xiii. Environmental Resources and Conservation Research Programme (ERCRP).
- xiv. Food and Nutrition Research Programme (FNRP).
- xv. Food Security and Socio-Economic Research Programme (FSSRP).
- xvi. Livestock Production Research Programme (LPRD).

From inception to date the Institute has made substantial progress in its mandates by developing and implementing innovative research activities within and outside the University as well as collaborations.

These include but not limited to the following:

- (xii) Developing of new crop varieties.
- (xiii) Establishment of strict Nature Reserve.
- (xiv) Production and sales of improved cocoa and oil palm seedlings.
- (xv) Production and sales of honey and edible mushroom.
- (xvi) Acquisition, adaptation, multiplication of Kalahari Red Goats
- (xvii) Development of KALAWUD (Kalahari West African Dwarf) goat Breed.
- (xviii) Multiplication of improved cassava variety TME 419.
- (xix) Collaborations with IITA, NOTAB, NURESDEF, ARCN etc.
- (xx) Improvement and multiplication of Muturu breed of cattle.
- (xxi) Processing\Value addition activities.
- (xxii) Tracking of food and agro-input price fluctuations in Ogun State.

Activities from the Institute of Food Security, Environmental Resources and Agricultural Research (IFSERAR):

In continuation of the execution of its mandate, the Environmental Resources and Conservation Research Programme under the Institute listed and undertook the following activities in the 2016-2020 period.

2016:

- (i) Site-specific crop management and associated economic/ environment benefits (precision farming project).
- (ii) Production of biogas and liquid organic fertilizer from crop residues and farm wastes.
- (iii) Yield and qualities of edible mushroom produced from 3 substrates.
- (iv) Training of farmers in edible mushroom production.
- (v) Training of farmers in mono-culture honey.
- (vi) Domestication of selected endangered wildlife.
- (vii) Off season farming as an assessment of farmers irrigated technologies need.

2017:

- (i) Performance evaluation of locally fabricated screen house in a climate smart farming system.
- (ii) Alternative off-grid energy supply from a zero-fuel electricity generator.

2018:

Site-specific crop management and associated economic/environment benefits (precision farming project).

2019:

Development of automated facility management in a Geographical Information System (GIS) for the Federal University of Agriculture, Abeokuta.

2020:

- (i) Development of Early Warning systems for Farmers' preparedness against the impact of climate change in South-West Nigeria (TETFund NRF Project).
- (ii) Climate Information Service and establishment of Climate-smart villages in six states in South-West Nigeria).

Recommendations:

In the light of the significant role played by the institute of Food Security, Environmental Resources and Agricultural Research (IFSERAR), the Panel recommends:

- IV. The inclusion of IFSERAR as one of the Institutions under the Agricultural Research Council of Nigeria (ARCN).
- V. Through the Office of the Vice-Chancellor, IFSERAR should be involved in National Agricultural Programme of the Federal ministry of Agriculture and Rural Development.

- VI. The University should follow up on efforts made to sign Technical Cooperation between IFSERAR and the National Agricultural research institutes (NARIs).

Some Achievements of the university in the 2016 – 2020 period:

- (i) Certificate of Registration of the first Improved Local chicken breed braded FUNAAB ALPHA by the National Centre for Genetic Resources and Biotechnology (NACGRAB) – August 2018.
- (ii) First Public University in Nigeria to obtain International Accreditation for some of its programmes through her Centre of Excellence in Agricultural Development and Sustainable Environment (CEADESE) – 2019.
- (iii) A graduate of the Department of electrical Engineering emerged as he Best Engineering Graduate among his peers from other Nigerian universities as recognized by the COREN Assembly – August 22, 2019.
- (iv) (2016) Partnership with the International Institute of Tropical Agriculture (IITA) as National agricultural research Partner for South West for the development of African Cassava Agronomy Initiative (ACAI) for up till 2021. The Team was led by Prof. F.K. Salako.

8.8 The Postgraduate School

The Senate of the Federal University of Agriculture, Abeokuta (FUNAAB) approved the establishment of the Postgraduate School on 16th December, 1992 with Prof. B.K. Ogunmodede as the foundation Dean with the first set of postgraduate students admitted during the 1992/93 academic session.

By regulation, the Postgraduate School has the responsibility for “co-ordination and quality control of postgraduate studies at the FUNAAB”.

The regulation provides that “Postgraduate Studies shall include all academic and professional programmes which require student achievement beyond the undergraduate level in any field, generally leading to the award of a Postgraduate Diploma, Master or Doctorate Degree”. Prof. W.O. Alegbeleye is the current Dean of the Postgraduate School.

The enrolment and graduation statistics of Postgraduate Students has continued to improve during this period of assessment:

Findings:

With the combination of an adequate staffing profile, availability of research and teaching facilities and infrastructure, the Postgraduate School has largely fulfilled its objectives in the last twenty-eight years of its existence.

Recommendation:

The facilities and personnel in the Colleges and Departments should be strengthened to enable the University sustain its tempo in the training of Postgraduate Students.

8.9 Central Laboratory and Biotechnology Centre

The Biotechnology Centre was set up in 2000 as part of the Equipment Maintenance Centre in response to the 1st Summer Course on in-vitro recombinant DNA techniques held at the university. It was elevated to the status of full-fledged in the year 2001. The Centre was established to provide Central Molecular facilities for the Colleges in the University, and it advises the university on issues and builds linkages with relevant external agencies. It provides platform technologies and world class equipment and facilities for rural development in agricultural biotechnology to researchers from Universities, State Governments and industry. The Centre has a group of experienced staff comprising Research Fellows and Technologists who conduct biotechnology-related projects in the Centre's laboratories.

The Centre provides national and international links and collaborations fostering cutting edge research in biotechnology.

The major activities of the Centre among others include:

- i. Research focus on molecular activities that involve or promote primary production of commercial livestock, crop plants, microbes or their subsequent processing for added value.
- ii. Crop improvement by the use of molecular biology approaches targeted at; disease resistance, stress resistance improvement of the nutritional value of crop products, development of new techniques for genetic transformation and high-level expression of proteins useful in agriculture and industry.
- iii. Animal improvement through the production of transgenic animals' biotechnological approach to increase growth rates, enhanced lean muscle mass, enhanced resistance to diseases and enhanced animal product quality and value.
- iv. Atomic Absorption Spectrophotometry Laboratory: Analyses of various elements, food, soil, water samples and other environmental pollution samples are carried out.
- v. The Centre has an existing collaboration with International Centre for Genetic engineering and biotechnology (ICGEB), Trieste, Italy.
- vi. The Centre enjoyed the support of World Bank/STEP-B grants which enabled the University to acquire a number of equipment.
- vii. A collaboration with JR Biotek Foundation (UK) was established in the area of training and capacity building, to facilitate knowledge and technical expertise in molecular laboratory techniques and its various beneficial applications, especially in Agriculture.
- viii. The Centre also initiated a Memorandum of Understanding (MoU) with ILRI, BecA-Hub in Kenya.
- ix. The Panel observed that the objectives for which IFSERAR was established have been properly achieved, more so with the successful access to some external grants, in addition to the budgetary provisions from the University.

8.9.1 Activities and Achievements of the Centre (2016-2020)

- (i) Training workshop sponsored by International Centre for Genetic Engineering (ICGEB) Italy. Theme: Application molecular techniques in the study of bacteria associated with crops – May 4-7, 2018.
- (ii) Capacity building workshop sponsored by the Society for applied Microbiology, U.K. Theme: Developing an impactful research career – October 18-19, 2018.
- (iii) Training on mycotoxin analysis hands on training mycotoxin analysis – April 2-4, 2019.
- (iv) Activities in the chemical instrumentation laboratory (AAS):
- (v) Training of final year students on instrumentation in the College of Agriculture Discipline.
- (vi) The Centre conducted training on bioinformatics in conjunction with the Information and Communication Technology Research Centre (ICTREC) – May and September, 2019.
- (vii) hands-on training in molecular biology for postgraduate students – November 26-28, 2019.

COVID-19 ERA: Production of hand sanitizers.

The Centre, based on the mandate of the University formulated and produced FUNAAB hand sanitizers. A total of 411 litres of non-gel alcohol-based hand sanitizer in March, May and June 2020.

8.9.2 Revenue Generation from the Centre (2016-2020):

The Panel further observed that between April 2016 and January 2020, the biotechnology Centre generated ₦1.7 million from the laboratory services provided including distilled water production and sale, DNA extraction, proximate chemical analysis, elemental analysis, etc.

Recommendations

With the quality of equipment for analyses and services provided at the Centre, the Panel recommends as follows:

- (i) Wider publicity of the activities and services of the Centre to the relevant industries and neighbouring Institutions for patronage.
- (ii) More funding to the Centre to procure the items and consumables needed for a large-scale production of the hand sanitizer taking advantage of the present COVID-19 era.

8.10 Centre of Excellence in Agricultural Development and Sustainable Environment (CEADESE):

8.10.1 Establishment of CEADESE

A Special Multidisciplinary Grants Committee, under the supervision of the current Vice-chancellor, Prof. F.K. Salako (then the Deputy Vice-Chancellor – Development) sat to bid for the establishment of the World Bank Africa Centre of Excellence in the Federal University of Agriculture, Abeokuta (FUNAAB). The competitive bid went through the 4-stage process, and FUNAAB was awarded the Africa Centre of Excellence in Agricultural Development and Sustainable Environment (CEADESE) in 2013 with very high grades. The Centre officially took off in FUNAAB on 16th February, 2014 via a letter from the Association of African Universities Secretary General. However, the formal enrolment of students of the Centre commenced by September, 2014 following the approval by the University Senate. The Centre was focused on the tripod teaching, learning and research excellence in agricultural productivity under sustainable environment. CEADESE was established to meet the challenges of producing a new generation of industry-ready scientists and deploy cutting-edge research outcomes that will impactfully lead to agricultural productivity through the development of innovative and resourceful products within a sustainable environment.

The objectives of CEADESE are:

- i) To introduce new specialized postgraduate programmes leading to Masters and Doctorate degrees in Agricultural Development and Sustainable Environment (M.AgSE and Ph.D. AgSE).
- ii) To expand the educational and practical competence of graduates of the programme for employment especially in the industrial sector to drive the transformation of Agriculture for higher productivity and food security in West Africa.
- iii) To expand the competence in solving Agricultural/Livestock problems in the West Africa sub region through capacity building of faculty, students, industry, stakeholders, parastatals and farms.
- iv) To act in synergy with the mother institution in establishing a platform for knowledge flow and collective dialogue between farms, researchers, related industries, agricultural business and higher educational Institutions.

Findings:

During the 2016 internal crisis in FUNAAB, the University lost its status as African Centre of Excellence in Agricultural Development and Sustainable Environment (CEADESE).

8.10.2 The Vice-Chancellor's Role in the damage Control and Repositioning of CEADESE:

When the current Vice-Chancellor, Prof. F.K. Salako came onboard in 2017, the penalty was already announced but not yet executed. All attempts to reverse it was not successful. At that time, FUNAAB was left with no other option than to max out the remaining Disbursement-linked indicators and achieve the outstanding milestones with the remaining balance of grants or risk losing everything at the end of the project, which was then barely 2 years to closing. Hence in 2018, the University Management appointed a new Director with the permission of NUC and AAU, and embarked on an aggressive damage control moves. He attended all WB AAU workshops, met with the WV AAU Task Team Leaders outside Nigeria with a view to repositioning CEADESE and assured them that FUNAAB will still achieve all its targets even with the slashed funds. In addition, the VC led CEADESE team on a similar visit to WB headquarters in Abuja and the National Universities Commission. As at 2018 March, very few students have been graduated and there was no much tangible project on ground by CEADESE in FUNAAB, while other ACEs were celebrating huge turn-out of ACE Masters and PhDs, and also commissioning buildings. To address internal crisis a weeklong retreat was held in Nigeria but outside the University where all stakeholders including Dean, post graduate School, were present to discuss ACE project and its challenges, and to find a way out of the Postgraduate Board logjam and other sundry issues. The Director, CEADESE explained various operations of the ACE project, clarified all grey areas, and answered questions. Arising from the Stakeholders Retreat, a communique was issued and at the following Postgraduate Board meeting, the step-down decision was lifted leading to final examination processing of CEADESE students. The University Management equally increased the approval Limit of the Director, which was recommended by the WB and communicated to the University by the NUC but wasn't implemented. To address the issue of the infrastructure milestones as already approved by the WB but not executed, the Vice Chancellor led a team to discuss with relevant officers of the Bureau for Public Procurement, and successfully obtained a No objection to Fastrack the process. This was also ratified by the World Bank. Hence a standard CEADESE building was put up within a year consisting classrooms and lecture halls fitted with modern teaching aids, video conferencing centre, and laboratories equipped with state-of-the-art equipment. To enhance the international status of the Centre, processes were put in place to robustly rejig the curriculum and other indicators. This led to the International Accreditation of the 12 Programmes of CEADESE, the first of its kind by any public University in Nigeria to the admiration of the World Bank, Association of African Universities, and the National Universities Commission. FUNAAB equally missed out on all other WB-stipulated milestones - percentage of foreign students, percentage of female students, number of high- impact publications, students' internships and faculty Outreach, short term courses, and tracking of graduates. At the last ACE workshop, CEADESE was adjudged to have had 100% of its milestones achieved even with slashed funds, and even leading other ACEs in internships and research publications.

Observations/Findings

The Management has been aggressively supporting the Centre towards sustainability. In addition to many other actions taken, a bold move that was made in June 2021, was the

deployment of 2 Research Assistants and 1 Research Fellow as permanent staff of the Centre, one extra Technologist, and one extra Accountant to the Center to strengthen its operations. The University Management will continue to deploy all possible instruments to make the Centre sustainable.

Recommendation

The Director of the Centre, Prof. O.D. Akinyemi, so ably supported by the Vice-Chancellor, Prof. F.K. Salako, should intensify the three-way strategy of the aggressive PG student's recruitment, commercializing the analytical services and searching for more international grants.

8.11 Challenges

In the course of the University's existence and continued march to greater heights, some surmountable challenges have been encountered from within the system. In a few recurring instances, the Governing Council had to appoint Acting Vice-chancellor because of the rancour that kept resurfacing in the process of appointing new Vice-Chancellor.

The role of the staff Unions in the last few years have tended to set back the University by impeding its pace of development.

Recommendation

Governing Councils and the University Management should strive to create a harmonious and conducive environment for continued strides in teaching, research and extension services in order to consolidate on the current achievements.

CHAPTER 11

TERM OF REFERENCE 9

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

9.0 INTRODUCTION

The Panel reviewed documents submitted by the Ogun State Police Command, the Department of State Security (DSS) and the Security Division of the Federal University of Agriculture Abeokuta (FUNAAB). The Panel also interacted with the leadership of these security agencies, the Chief security officer of FUNAAB as well as staff and student Unions.

9.1 FINDINGS/OBSERVATIONS

From the review of documents and interactions with the relevant stakeholders, the security situation in FUNAAB can be grouped into **general** and **specific** security challenges. The general security challenges refer to the security situations occasioned by the interaction between the University and the neighbouring communities whereas, the specific security challenges refer to the security situations given rise to by the interactions within the University campuses. The panel also observed that the University has some operational systems of securing its campuses. Finally, the panel highlighted some of the key security issues experienced within the period under review before making recommendations.

9.1.1 General Security Challenges

The general security challenges facing FUNAAB result from the social interaction of the adjoining communities with the institution. These are challenges that have to do with how the institution's security situation is affected by its neighbours, local communities, police and other security agencies relating with the institution, local politics, and availability/non-availability of public utilities (e.g., light, roads, etc.), as well as availability/non-availability of law and order in such neighboring communities.

The challenges which can also be referred to as off campus security challenges occur because FUNAAB like other Universities is located within and around communities. Members of these communities that interact with the FUNAAB staff and students include indigenes, landlords, hostel owners, traders, transporters, food vendors, photocopier operators, law enforcement agents, community leaders etc.

The general security challenges being faced by FUNAAB as a result of its location and inevitable interaction in and with these communities are:

- I. Security threats like theft (including burglars and robbers), cyber-crime activities and illegal entrants into the campus.
- II. Safety hazards due to bush burning, unsafe driving leading to motor/motorcycle accidents, unsafe road condition, floods etc.
- III. Consequences of drug abuse/misuse.

- IV. Escalation of student-community conflicts.
- V. Student-Law enforcement agencies conflicts.
- VI. Challenges of Illegal land excavators.
- VII. Illegal farming (by local farmers), illegal hunting (by local hunters) and illegal grazing (by herdsmen).
- VIII. Threats of politicians using students during electioneering campaigns.

9.1.2 Specific Security Challenges

The Panel observed that many crimes and accidents within the university campuses were caused by members of the university community leading to the specific security challenges experienced within the University environment. These challenges occur as a result of the continued violation of the rules and regulations of the University and the land by both students and staff.

The specific security challenges being faced by FUNAAB on campus are summarised as follows:

- I. Stealing such as theft of Handsets, Laptops, and other portable valuables on campus.
- II. Conflicts between students.
- III. Student-staff conflicts.
- IV. Problems arising from Students' Union elections.
- V. Problems resulting from inadequate amenities/utilities (e.g., water, light, etc.)
- VI. Religious conflict (e.g., Wearing of Hijab by Muslim Women, Christians trying to pray/preach in undesignated areas on campus etc.)
- VII. Cultism and its associated antisocial effects.

9.1.3 Operational System of Securing the Campus

The Panel found that the University has a number of operational systems for securing the Campus. These are housed under what is referred to as the Environmental Unit (i.e., the Safety and Security Unit). The University through the activities of this unit, keeps most antisocial behaviours and criminal activities under control through the following:

- I. Maintenance of Effective Security Presence around the University environment.
- II. Territorial and Facilities Patrol. It was however observed that presently, the Unit has only one functional patrol van, as the other one is not in good state of repairs.
- III. Investigative and intelligence gathering activities.
- IV. Community security activities through collaboration with law enforcement agencies and stakeholders within and outside the University.

V. Emergency and accidents response activities.

9.1.4 Security challenges experienced from 2016 to 2020

The University experienced some crises within the period under review the handling of which was effective by the help of the security strategies put in place. Some of these incidents and the associated security challenges from 2016 to 2020 are as follows:

1) Case of staff protest

In July 2016, some staff of the Bursary Department marched into the Vice Chancellor's Office and took over the office demanding the withdrawal of the letter given to Mr. Moses Illesanmi, the then University Bursar to proceed on leave, so as to allow for investigation of fraud to be conducted without interference. The internal Security authorities quickly mobilised its personnel to secure the Vice Chancellor's office until normalcy was restored. Issues relating to this were later escalated to the Economic and Financial Crimes Commission (EFCC) by some staff who alleged financial misappropriation against some principal Officers of the University without exhausting the internal mechanisms. This threw the entire University into crisis that disrupted activities but with the intervention of the University Security division and other stakeholders, normalcy was restored.

2) Violent Students protest of august 2016

In August 2016 one unidentified student was alleged to have been robbed and axed during the robbery process at a private Hostel off campus (Adejoke Hostel) in Isolu community, and was taken to the Federal Medical Centre, Idi- Aba Abeokuta for treatment. This led to a protest that was led by NANS Ogun State Coordinator, Mr. Opaleye Samuel and the Institution's Student Union President, Mr. Nwenonye Olusegun Dennis at the Institution's main Gate. The protesting students demanded the Commissioner of Police, Ogun State to personally come to address them, and that they wanted a letter of commitment from him.

Thereafter, the protesting students moved down to the town (Camp Junction), and blocked the Abeokuta – Ibadan Road to express their dissatisfaction over the incessant cases of robbery in the area. Later, the Ogun State Command Police PRO came with some Senior Police Officers to address the students. The angry students refused to listen to their addresses, insisting they wanted the Commissioner of Police to personally come and address them. While waiting for the Commissioner, the protest became worse and a 100-level student by the name, Abisoye Taiwo was allegedly shot by one of the mobile police officers coming from Oyo State, after they had employed the use of tear gas to disperse the students in order to clear the road.

The student, Abisoye Taiwo was immediately taken to the FMC, Idi-Aba, Abeokuta for medical attention. The students thought Abisoye had died since they perceived he was shot in the head. This incident made the protest to escalate into violence and hoodlums with unscrupulous intention hijacked it to extort and burgle shops. Many vehicles were also set ablaze with the Police Post in Osiele and Divine Height Bible Church, Kotopo vandalised and looted.

Security personnel of the University locked the University Gate and prevented students and others from entering the campus, while the off-campus security was left in the hands of the police, who made some arrests. The arrested persons who were about 40 in number were charged to Court by the Police. The University Management also directed students to vacate the campus and its environs until normalcy was restored.

3) Senior Staff Association of Nigeria Universities (SSANU) reacting to the suspension of their members

In August, 2016, the Senior Staff Association of Nigerian Universities (SSANU) held an emergency congress at the University motion ground.

During the congress, Mr. Rotimi Fasanwon, the Chairman of the Association read the suspension letter issued to three (3) members of the Association by the University Management. Their suspension was as a result of the petition they submitted to EFCC which led to the investigation of the Vice Chancellor and others at the EFCC Ibadan Zonal Office. At the Congress, it was agreed by members that they should demonstrate to the Senate Building and round the Campus to register their displeasure, which they did, threatening to seal the VC's lodge and his office.

The internal Security authorities immediately mobilised a team and restricted their movement and secured the Senate building and the VC's lodge while the security of the entire campus was beefed up to prevent any breakdown of law and order.

4) SSANU prolonged protests of September to November 2016

The Senior Staff Association of Nigerian Universities (SSANU) FUNAAB Branch, started another series of protests on Monday, September 26, 2016 which ran through to the end of October 2016. The protests were to pressure management to recede its decision of suspension of three members of the Association.

The internal Security authorities mobilised enough men, including the public law enforcement agents to manage the crisis. The almost four weeks of industrial action witnessed the usual protest's singing and name-calling against management and the Unit in partnership with the public law enforcement agencies managed the action to prevent confrontation with other unions.

5) Allegation of assault/counter-allegation of disruption of NASU congress

In May, 2017; the University Security Patrol Team came to the Senate building along with one Mr. A. B. Owolabi to report the above stated incident to the internal Security division. Mr. Owolabi alleged that he was slapped by the NASU Chairman. A report of the incident was consequently written and forwarded to the Vice Chancellor.

6) Violence arising from secret cult groups' activities

In August 2017; a case of violence involving some FUNAAB Students that belong to the antisocial groups popularly called cult groups occurred at Oluwo Keesi area, along FUNAAB-Alabata road.

The Security division conducted investigation in collaboration with the Police and found that the violence involved a BUCCANEER and some AYE confraternity group members. Investigation further revealed that the previous violence gave rise to another serious violence as a revenge of the former one. While the security division was preparing to forward the case to the Vice Chancellor, information reached the internal security division that many of those at large are students of the FUNAAB. Further investigation led to the discovery of the identity of the students.

In the light of the above finding, the Security division recommended that the alleged act of misconduct by all the students involved be referred to the students' disciplinary committee for hearing and for appropriate sanctions to be meted out on them. The students found culpable by the disciplinary committee were subsequently expelled from the University.

7) NASU disrupted election of march 2019

In March 2019; during the NASU FUNAAB branch election, a crisis occurred due to the disqualification of one of the candidates. This development became unacceptable to the disqualified candidate and his supporters who insisted that the election should not take place, since his disqualification was announced only a few hours to the election.

The environment became charged, with the aggrieved members chanting songs and asking the national body and the entire executives to vacate the venue and go to their respective destinations. The aggrieved members also mobilized themselves and extended their grievances to the NASU's Secretariat where they threatened that the executive members should vacate the Secretariat for the building to be locked since the house had already been dissolved.

The internal security division mobilised more security men, including the Police, the DSS and the NSCDC and the situation was brought under control.

In April 2019; a so-called 'concerned members of NASU' protested on three (3) different days on Campus chanting abusive songs against the leadership of their Union, NASU.

On the said days, the Security Division mobilised members of the Unit to ensure that there was no further and serious breakdown of law and order on campus.

The protesting group went to their Secretariat where they weld-locked the Secretariat and tampered with the electrical switch, and had it not been for the intervention of the Unit, things would have gone out of hand.

The botched NASU election has given rise to series of interruptive activities by the factions of the Union. The Panel was informed that the issue is now in Court.

8) SSANU/NASU FUNAAB three days' demonstrations

In July 15 2019, the Senior Staff Association of Nigerian Universities (SSANU) and Non-Academic Staff Union (NASU) staged demonstrations with respect to staff earned allowances. During the demonstration, information was received that an electrician at the Vice

Chancellor's lodge had put off the lodge's generator with the assistance of another staff who illegally entered the lodge.

The University Security conducted an investigation into the matter by inviting the two members of staff involved in the matter. The matter eventually got to the staff disciplinary committee, where appropriate sanctions were apportioned to the members of staff concerned.

9) EFCC arrest of 48 internet fraud suspects in Ogun State

In March 2020; personnel of the Economic and Financial Crimes Commission (EFCC), Ibadan zonal office came to the students' private Hostels (off campus) and arrested forty-eight (48) persons in and around the Off-Campus hostels. Many exotic cars, mobile phones, laptops, and a number of SIM cards were recovered from the arrested persons.

The internal security division mobilised its men to ensure that FUNAAB students do not embark on demonstration, which they attempted but was put under control. A delegation of the University authorities also visited the EFCC's Zonal Office, Ibadan on a fact-finding mission to ascertain whether any of the arrested persons were FUNAAB students. The visit was made by the Deputy Dean, Student Affairs, the Assistant Chief Security Officer, and one other person from the security division. The Panel was informed that the matter is still under investigation.

10) University – Host Community Crisis

Despite the acquisition of the land for the Institution by the Federal Government, the University still faces challenges from the natives most of whom still claim parts of the land as theirs and continue encroaching at will. However, through concerted efforts of management and other relevant stakeholders, the natives were advised to channel their grievances to appropriate quarters. Meanwhile, the Panel was informed by members of the community that the matter is now before a court of competent jurisdiction. However, this was later controverted by the University authorities.

Generally, the Panel observed that there is relative peace now in the University community and cultism appears to have been reduced to a barest minimum. Other students' antisocial activities are now put in check. Notably, the University has built a police post at the neighbouring community (Harmony) to the main campus.

9.2 RECOMMENDATIONS

In the light of the foregoing, the panel hereby makes the following recommendations:

9. The University should acquire of more modern security gadgets to support the performance of the Environmental Unit.
10. The security Unit needs more Patrol Vehicles to patrol the vast areas of land in the University.
11. The Unit also needs a Fire Truck with appropriate fire equipment, as more buildings are springing up on campus. The acquisition of Fire Truck will assist the Unit in securing the campus against fire incidents.

12. The University should reclaim all its land and fence it or clearly demarcate it with boundaries to ward off further encroachment.
13. The introduction of security awareness courses into the curriculum of general studies should be encouraged as this will enhance the security consciousness among students.
14. Members of staff should be made to understand that they are first employees of the University before they become Union members hence, they should desist from allowing and using their Union's internal issues to disrupt law and order in the University.
15. The Governing Council and Management should take the issue of Union restiveness more seriously and devise ways of promptly nibbling their agitations in the bud, so as to ensure/guarantee a peaceful environment for its activities.
16. Finally, the Panel recommends that the prevailing atmosphere of peace and stability being enjoyed in the University be sustained and improved upon to ensure continued protection of the University's environment.

CHAPTER 12

TERM OF REFERENCE 10

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

10.1 Introduction

The University is an organised society with statutorily agreed rules and regulations to guide its operations collectively, known as the Law of the University. These statutory provisions supply the enabling act that determines the existence of the institution. In addition, they prescribe the powers and functions of all Stakeholders in the institution as well as the manner of their relationship to one another.

In this Chapter, we examine the law establishing the Federal University of Agriculture Abeokuta with particular reference to the discipline of students. The major mechanisms of handling Students' Discipline in the University are Student Disciplinary Committee and Counselling Unit.

10.2 Procedure for Students' Discipline

Section 21(1)-(10) of the Federal Universities of Agriculture Act vests the discipline of student on the University Senate.

The University calendar which is given to every student of the University, articulates various offences and associated penalties. Some of the offences include: examination misconduct, unruly behaviour, misconducts in the hostel; university Library, involving University property, environmental issues and failure to recite and sign the matriculation oath.

The steps for students' discipline are as follows:

- Student write statement of the event at the Chief Security Officer's (CSO) Office.
- Chief Security Officer (CSO) with his team investigates.
- Where the alleged offence is examination related, the CSO sends the statement along with his report to the Deputy Vice-Chancellor (Academic).
- For all other offences, the CSO sent his report along with the student's statement to the Vice-Chancellor who sends same to the Deputy Vice-Chancellor (Academic).
- The Deputy Vice-Chancellor (Academic) calls a meeting of the Student Disciplinary Committee (SDC) to consider the report on the alleged offence. The student and complainant are also invited for fair hearing.
- The recommendation of Student Disciplinary Committee is forwarded to the University Senate for its final decision.
- The decision of Senate is communicated to the student(s) and parent(s).

10.3 Disciplinary Actions

1. Subject to the provisions of Section 21(1)-(10) of the Federal Universities of Agriculture Act, where it appears to the Vice-Chancellor that any student of the University has been found guilty of misconduct, the Vice-Chancellor may, in consultation with the Senate and, without prejudice to any other disciplinary power conferred on him by statute or regulations, direct that:
 - (a) the student shall not, during such period as may be specified in the direction, participate in such activities of the University, or make use of such facilities of the University, as may be so specified; or
 - (b) the activities of the student shall, during such period as may be specified in the direction, be restricted in such manner as may be so specified; or
 - (c) the student be rusticated for such period as may be specified in the direction; or
 - (d) the student be expelled from the University.
2. Where a direction is given under subsection (1) (c) or (d) of this section in respect of any student, that student may, within the prescribed period and in the prescribed manner, appeal to the Council; and where such an appeal is brought, the Council shall after cause such inquiry to be made in the manner as the Council considers just, confirm or set aside the direction or modify it in such manner as the Council thinks fit.
3. The fact that an appeal from a direction is brought in pursuance of subsection (2) of this section shall not affect the operation of the direction while the appeal is pending.
4. The Vice-Chancellor may delegate his powers under this section to a Disciplinary Committee consisting of such members of the University as he may nominate.
5. Nothing in this section shall be construed as preventing the restriction or termination of a student's activities at the University otherwise than on the ground of misconduct.
6. Without prejudice to the provision of subsection (1) of this section, nothing shall prevent the Vice-Chancellor from taking an immediate disciplinary action against a student where he deems fit, and report thereafter to the Senate.
7. It is hereby declared that a direction under subsection (1) (a) of this section may be combined with a direction under subsection (1) (b) of this section.
8. No staff or student shall resort to a law court without proof of having exhausted the integral avenues for settling disputes or grievances or for seeking redress.
9. The Visitor shall be the final arbiter on staff and student discipline, and his decision shall not be contestable in any court of law in Nigeria.
10. Nothing in this subsection shall affect any power of a court of competent jurisdiction to enforce the fundamental right of any aggrieved citizen as enshrined in the Constitution of the Federal Republic of Nigeria 1999.

Further to the power conferred on the Vice-chancellor to constitute a Disciplinary Committee, the University is statutorily empowered to compose and constitute any authority of the University as enshrined in Section 12(1)(a).

10.4 Counselling Support Service

The Panel found that Counselling support service is available to each student in the University. Counselling provides opportunity for students to talk about their concerns and challenges in academics, personal and social problems with a Counselling Psychologist under strict confidentiality.

Counselling is preventive, hence, a Senate approved Counselling guide and code of conduct is given to each student at their orientation during the first week of resumption of academic activities in the University. Abiding by the contents of the Counselling guide and code of conduct will enable students to graduate without violating school rules and regulations. Students are expected to work hand in hand with their counsellors to resolve their challenges or difficulties.

Students need not wait till they violate rules and regulations before accessing Counselling interventions. They are encouraged to share ideas and conflicts with the counsellor.

10.5 Findings/Observations

The University has enjoyed relative peace over the years. The cases of discipline were handled by Student Disciplinary Committee (SDC). The University calendar which is given to every student of the University, articulates penalties for various offences. Some of these include: examination misconduct, unruly behaviour, misconducts in the hostel; university library, involving University property, environmental issues, others are failure to recite and sign the matriculation oath case of double matriculation.

Panel found that the Students' Disciplinary Committee (SDC) of the FUNAAB is a Senate Committee of the University chaired by the DVC(Acad.). It has representatives from across the Colleges, Departments and Units in the University. This is in line with Section 9(1) of the Federal Universities of Agriculture Act.

The Panel observed from Table 10.1 that during the period under review (2016-2020), the total number of students' disciplinary cases was 76. Out of the total, 59 or 77.6% cases were examination misconduct related. All the cases attracted various sanctions as consequences and none was exonerated. There were 17 cases processed for discipline on other offences and the entire number of students involved were punished according to the laws of the University.

The implication of this scenario is that:

- (iii) Being a youth-populated academic environment examination misconduct is a major challenge the University deals with.
- (iv) The University has no tolerance for misconduct in examinations.

Recommendations:

- (viii) The practice of giving copies of the University calendar which contains among other information, penalties for various offences is commendable. Panel recommends that this be sustained.
- (ix) Building of more hostels in the University with recreational centres to accommodate more students.
- (x) Leadership training for associations.
- (xi) Respect for rules and regulations should be stressed.
- (xii) Linking student association with professional bodies/associations. This will ensure that the students role models/mentors to emulate.
- (xiii) Provision of adequate security and solar light in and around the hostels and environs.
- (xiv)** Consistent re-orientation of students on the rules and regulations of the University.

Table 10.1: **HIGHLIGHTS OF STUDENTS' DISCIPLINARY CASES (2016-2020)**

S/N	YEAR/ OFFENCES	TOTAL	OTHER OFFENCES						
			NO. PROCESSED FOR DISCIPLINE	NO. SANC- TIONED	% OF TOTAL	NO. PROCESSED FOR DISCIPLINE	% OF TOTAL	NO. SANC- TIONED	% OF TOTAL
1.	2016	06	04	04	67	02	33	02	33
2.	2017	18	18	18	100	-	-	-	-
3.	2018	27	13	13	48	14	52	14	52
4.	2019	25	24	24	96	01	4	01	4
TOTAL		76	59	59	77.6	17	22.4	17	22.4

CHAPTER 13

MEMORANDA RECEIVED

○ **Introduction**

The Panel invited the entire University Community and stakeholders to submit memoranda on the ten Terms of Reference. Various stakeholders responded to the call by submitting memoranda. Although, the Panel clearly instructed that the memoranda be organised according to the terms of reference and two period (2011 – 2015 and 2016 – 2020) covered in the exercise, only few of the submissions complied with this instruction. The Panel reviewed these submissions and interacted with the authors. The panel also obtained information or written explanations from the University Administration where necessary. Panel noted that some of the issues being raised have either been overtaken by events or have been presented in Chapters 3 to 12 of this report. The report on the crises that rocked the University in 2016 and observations in the submissions of some key stakeholders are presented in this Chapter.

○ **Report on the 2016 Federal University of Agriculture Abeokuta Crisis**

In the course of carrying out its assignment, the Visitation Panel interacted with persons and groups, and gathered information from the records kept particularly through the minutes of meeting of statutory bodies of the University – University Governing Council, Senate, Congregation, Convocation and the Committee of these bodies.

The Panel in addressing the ten Terms of Reference for the exercise had cause to make reference repeatedly to the 2016 crisis that unsettled FUNAAB and set back the University in some aspect of its development trajectory, including the loss of status as the World Bank African Centre of Excellence in Agricultural Development and Sustainable Environment (CEADESE).

The Panel deemed it important and of utmost necessity to present an account of the crisis that rocked the University and assess its impact on the growth and development of the institution.

▪ **Issues involved in the crisis**

1. The root of the 2016 crisis can be traced to the administration of Professor Oluwafemi Olaiya Balogun's era as the Vice-Chancellor of the University between May 24, 2007 and May 23, 2012. The appointment of Prof. Balogun came after some botched attempts to appoint a successor to Prof. Israel Adu who was the third Vice-Chancellor of the University. The exercise, which was conducted at the expiration of the tenure of Prof. Adu by the then Governing Council was cancelled by the Visitor based on alleged irregularities. At the end of the new process as directed by the Federal Government, Prof. Oluwafemi Olaiya Balogun was appointed and he became the first external person to be

appointed as the Vice-Chancellor after the pioneer Vice-Chancellor which started off the University.

2. The development was compounded by the fact that Prof. Balogun before the appointment had been a known figure in the Management of the University of Ilorin which incidentally had been blacklisted by the leadership of Academic Staff Union of Nigerian Universities (ASUU) from interacting with other Universities in the country based on the disagreement between the University and the Union as a body on the issue of the sack of forty-nine (49) academic staff in the University of Ilorin.
3. Throughout the period of Prof. Balogun, there was no cordial relationship between him and the leadership of ASUU as a group as it was with the leadership of SSANU and NAAT in particular. There was also some level of internal wrangling within NASU leading to expulsion and elections of new leaders which became litigious. One faction accused the Balogun-led administration of having a hand in their internal crisis by backing one group against the other.
4. At the expiration of Prof. Balogun's tenure as Vice-Chancellor tenure and his monumental achievements in transforming the University, he was rumored to have had a hand and control in the appointment of his successor. He was said to have openly sponsored and facilitated the appointment of Prof. O.B. Oyewole as the new Vice-Chancellor in May 2012, because of the large influence and support he enjoyed from the Governing Council then. Within a short time of Prof. Oyewole's resumption in office as the Vice-Chancellor however, the relationship between him and the former Vice-Chancellor became frosty. This led to a war of attrition as Prof. Oyewole struggled to dwarf the influence of Prof. Balogun on the campus by recruiting and establishing his own loyalists in an attempt to break away from the "camp that produced him" as the Vice-Chancellor.
5. He found good allies in the leadership of ASUU and NASU that were opposed to Prof. Balogun while he was in the University. The campus became polarized as the Vice-Chancellor was perceived to be against every staff who he believed had connections or links with Prof. Balogun when he was Vice-Chancellor.
6. The first major crisis which occurred in 2013/2014 was the refusal of the Vice-Chancellor, Prof. O.B. Oyewole to process or approve the confirmation of about two hundred (200) staff that were recruited in 2012 towards the end of Prof. Balogun's era as Vice-Chancellor, especially those who were both Junior and Senior Non-Teaching staff after services their probation period successfully. It

was rumoured that this decision was sponsored by ASUU as they had made a move since March 2013 to write a petition to the Federal Ministry of Education calling for a special Visitation Panel to investigate the appointments of these staff by Prof. Balogun as Vice-Chancellor.

7. A major crisis erupted between the Unions and Management on this development leading to about a week's disruption of work in the University before the Council stepped in and decided to confirm the appointments of these staff and restored industrial peace on campus. There was also another leg of these frosty relationship that involved Prof. Oyewole as Vice-Chancellor and members of his management team especially those appointed during Prof. Balogun's era particularly the then Bursar – Mr. M. O. Ilesanmi.
8. The Bursar served a major part of his term in an acting capacity and later appointed substantive Bursar with Prof. Balogun. There was no much trust between him and Prof. Oyewole as the Vice-Chancellor as he was perceived to be still loyal to Prof. Balogun. This led to avoidable clashes at Management level which polarized the Principal Officers. The University Librarian was also not trusted because his son happened to be the Chairman of SSANU, who was having a running battle with the Vice-Chancellor on matters of policies and allegations of unfair treatment of their members. In a nutshell, the principal leadership of the University was clearly factionalised.
9. The major road to the crisis that engulfed the University in 2016 however started off with a petition written by ASUU to the Minister of Education and copied to the Executive Secretary of National Universities Commission (NUC) alleging irregular appointments under Prof. Balogun. Some staff were specifically listed to be probed by the Independent Corrupt Practices and Other Related Offences Commission (ICPC) at Abuja. Some of these officers who were members of SSANU were invited to Abuja on September 1, 2014 and kept for some days. After some repeated visits and investigations, ICPC exonerated most of them except two (2) who were directed to be demoted.
10. While all these happened, the war of attrition between the Staff Unions favoured by Prof. Oyewole and others who were allegedly being persecuted by Prof. Oyewole as Vice-Chancellor, led to the loss of industrial peace on campus and further led to allegations and counter-allegations of threats to life by different groups on campus, and raising security concerns. Allegations of infractions, witch-hunting and non-promotion of some staff were rife. There were also allegations that some groups were working with Prof. Balogun to disrupt, the administration of Prof. Oyewole. All these, coupled with lack of a

cohesive Management Team, at a point led to the suspension of the University Bursar, Mr. Moses Ilesanmi.

11. The crisis that followed that decision by the Governing Council which was said to have been orchestrated by the Vice-Chancellor and the internal members of Council who are members of ASUU led to a major crisis leading to the Bursary staff protesting and laying a siege on the Vice-Chancellor's Office. The protesting staff had to be dispersed by force. The later attempt to investigate and discipline the alleged ring leaders of the protest by the Vice-Chancellor led to the involvement and resistance by SSANU (their Union).
12. As part of the disagreement between the Unions and Management were the allegation and counter allegations of the payment of about Sixty Million Naira (N60,000,000.00) to members of ASUU only, as Leave Bonus for the 2013/2014 Academic Sessions which SSANU protested as illegal and fraudulent since the new Consolidated Salary Structure had outlawed such payment.
13. A petition was also submitted to the EFCC by the leadership of SSANU about the management of funds of the University under Prof. Oyewole and the Governing Council This petition, supported by many attachments (claimed to have been sourced from the University Bursary), was copied to the Minister of Education and the Visitor in 2016. The investigation of the petition by EFCC which led to the invitation of many staff to the EFCC's office including the Pro-Chancellor, Senator Adeseye Ogunlewe and Vice-Chancellor, Prof. Olusola Oyewole generated a lot of tension in the University.
14. The reaction of the Vice-Chancellor to suspend the entire Exco and leadership of SSANU generated bigger crisis leading to industrial unrest, closure of gates, disruption of work as well as security breaches. This situation was made worse because the National leadership of SSANU, after failed dialogue for the recall of the suspended leaders of the Union joined in mobilizing their members across the Southwest Universities for daily protests at the gate of the University. Within the confusion and the industrial unrest, SSANU members withdrew their services from the University and this effectively paralyzed financial activities of the University, in particular by making it impossible to access funds for University operations and payment of salaries, even after the gates were opened. During this period, the EFCC intensified its investigation by continuous visits to the University to take more and more documents for further investigation.
15. In the course of these events, the Pro-Chancellor, Senator Adeseye Ogunlewe resigned his appointment. The NUC and the Federal Ministry of Education intervened by inviting the Governing Council to Abuja to find solutions lingering to the crisis.

16. Subsequent events thereafter led to the setting up of a Council Committee as mandated by NUC to recall staff earlier suspended. The Governing Council met on December 22, 2016 and recalled the members of staff apportioning different other punishments while cases instituted by SSANU against the University were still on.
17. The EFCC eventually decided to charge the Pro-Chancellor, Senator Adeseye Ogunlewe, the Vice-Chancellor, Prof. Olusola Oyewole and the Bursar, Mr. Moses Ilesanmi to court.
18. With the expiration of the tenure of the Governing Council in April 2017, a new lease of life was breathed into the University with the inauguration of a new Governing Council led by Dr. Aboki Zhawa. The new Governing Council started off, to douse the tension on Campus by establishing different Committees to dialogue with the warring Unions, and making peaceful overtures.
19. The Vice-Chancellor, Prof. O.B. Oyewole had earlier been suspended by the Federal Ministry of Education, and was later interdicted by the Governing Council following his arraignment and detention by the Ogun State high Court. The new Governing Council as part of its peace initiatives that Prof. Oyewole be allowed to complete his tenure on the due date of 23rd May, 2017.
20. The Vice-Chancellor who was earlier suspended by the Federal Ministry of Education to end his tenure on May 23, 2017 but and was eventually interdicted the Governing Council following his arraignment and detention by the Ogun State High Court.
21. Other several steps were taken by the new Governing Council, including the appointment of an Acting Vice-Chancellor, Prof. Ololade Enikuomihin who was given a clear mandate to unite the Campus by playing a neutral role in his dealings with all staff. Appointments of new Principal Officers through transparent procedures, promotions of staff hitherto denied by previous administrations, peace parleys etc. were embarked upon by the new Governing Council to restore Industrial Peace and Unity to the University.
22. On the 17th day of May, 2018 in the High Court of Justice in Ogun State, the three accused persons were discharged and acquitted (See Appendix 13-10).
23. Subsequently, the Governing Council received the request for the revocation and lifting of interdiction from Prof. O.B. Oyewole, then immediate past Vice-Chancellor after the Court had discharged levelled against him. Council approved the request.
24. Panel noted that the University lost a lot including the relocation of a World Bank Centre of Excellence away from it to another University.

▪ **Recommendations**

1. The Panel recommends that henceforth, Governing Council and the University Administration should ensure that issues of disagreement among Principal officers and staff of the University are resolved immediately to avoid such an explosive crisis in the future.
2. Principal officers should not allow their personal interests and affiliation to Unions and other groups to influence and compromise their official responsibilities.

○ **SUBMISSION BY OBA ADEDOTUN GBADEBO, CFR, THE ALAKE AND PARAMOUNT RULER OF EGBALAND**

Re: Position Paper for Granting Conventional Status to the Federal University of Agriculture Abeokuta (FUNAAB) by the Federal Government Presented to the Federal Government Visitation Panel on the University

Findings/Observations:

The Panel's findings from His Royal Majesty's submission are as follows:

- V. The current Government's policy directive that Federal Universities of Agriculture should focus only on their core mandate of Agriculture as being at variance with the statutory mandate for these specialised Universities (Universities of Agriculture Act No 48 of 1992, Cap F22, Section 3(b)).
- VI. "That this policy of Government will surely continue to deny the teeming population of this country access to their desired discipline with its attendant negative consequences to the nation"
- VII. That at the 2011 convocation ceremony of the FUNAAB, the then Minister of Education, representing the then Visitor directed "all specialised Universities to widen their scopes and expand the programmes they offer".
- VIII. "That with the currently available human and material resources at the disposal of FUNAAB... it was expedient for the Federal Government to transform FUNAAB to a full-fledged conventional University...".

Recommendations:

The Visitation Panel based on its knowledge, assessment and analysis of the physical facilities and human resources available in FUNAAB for the existing programmes aligns with the Federal Government's current policy directive that Federal Universities of Agriculture should focus on their mandate. The Panel recommends increased funding to the University to expand its exploitation and utilisation of the vast land mass available for intensive and large-scale food production and processing and consequently create the much-needed impact of the FUNAAB in Ogun state and Nigeria at large.

○ **MEMO FROM THE AGURA OF GBAGURA LAND HRH OBA SABUREE BABAJIDE BAKRE**

Findings/Observations:

The Panel's findings are as follows:

- III. The Federal University of Agriculture Abeokuta is situated on Gbagura Land – one of the host communities of FUNAAB.
- IV. The head of the Gbagura Community is pleased with the Management of FUNAAB for the long-standing symbiotic relationship existing between them. The areas of the University's intervention in the community include:
 - f. Offer of employment to qualified sons and daughters of the community.
 - g. Consolidation of the relationship with the Gbagura Community by the current Vice – Chancellor, Prof. F. K. Salako.
 - h. Offer of appointment to qualified indigenes of Gbagura.
 - i. Offer of admission to qualified candidates of Gbagura Land.
 - j. Promise of provision of additional land should the University be in need of it.

Recommendation

The Panel recommends that the University Management should sustain the cordial relationship and line of communication with the Agura of Gbagura Community for the continued development of the University. This cordiality should also form part of the handover notes to successive Vice-Chancellors and Governing Councils.

○ **Mrs. Adeola Esther George**

Mrs. George wrote a memorandum to the Panel in which she alleged a case of "injustice and unjust termination of appointment". The Panel reviewed her submission, interacted with the University Bursar and Mrs. George separately and minutes of Council and found the following:

- I. Mrs. George applied for the petition of Deputy University Librarian in response to the advertisement of the Federal University of Agriculture, Abeokuta in 2010.
- II. She was invited for interview at which she was found not appointable as Deputy University Librarian. She was offered the position of Principal Librarian which was not advertised and she accepted. She should not have been invited for the interview in the first instance since she did not possess the requisite publications for the position of Deputy University Librarian.
- III. There was a petition to ICPC which necessitated the reassessment of her papers. After the reassessment, she was found not to have been qualified for the position of Principal Librarian at the time she was employed. She was consequently demoted to the rank of Librarian II for which she was found qualified by the outcome of the reassessment. Council, however, directed that she should be placed at Librarian I as at 2013. She was asked

to make refunds of the extra income she had received. This was later waved by the Council on her appeal.

- IV. She gained admission for a Ph.D. programme at Babcock University, Ilisan-Remo, Ogun State. She commenced the study before notifying the University and asking for permission.
- V. She received commendations from the University in 2010 and 2011.
- VI. She wrote a petition against the University Librarian in March 2017 for victimisation and humiliation which she failed to substantiate.
- VII. She was accused of and investigated for insubordination and absence from duty without permission. She was found culpable and consequently, her appointment was terminated in April 2019.
- VIII. She appealed to Council on 3 different occasions, but Council did not find any reason to reverse its decision on the termination of her appointment.

Conclusions/Recommendations:

Panel concludes that the matter should be closed. Panel is of the view that the reversal of her appointment from Principal Librarian to Librarian II may have triggered her actions leading to gross misconduct for which her appointment was terminated. The University should henceforth ensure due diligence in the process of employment to avoid recurrence of such situations.

○ **DR OLADELE OSOSANYA.**

Dr. Oladele Ososanya approached the Panel with a petition titled **Ongoing wasteful growing of FUNAAB Judgement debt**. Panel subsequently invited him for an interaction.

Observations/Findings:

The Panel found the following:

- i. He was employed in 2008 only to be informed in 2011 that his employment was an error. The reason being that he was above 50 years of age at the time he was employed.
- ii. He was subsequently offered contract appointment which he accepted.
- iii. There were exchanges of memoranda on the terms of subsequent renewals of the contract appointment.
- iv. He got dissatisfied, wrote a petition to Council but his appointment was eventually terminated.
- v. He thus instituted a court case against the University.
- vi. The court held that he was not a tenure but a contract staff though, the termination of his appointment was considered wrongful and improper as he was not informed of the cause of the termination.
- vii. A total sum of N6, 777,173.08 with an interest chargeable was eventually awarded against the University in his favour. This took effect from November 13, 2014.
- viii. Where the University fails to pay, it will attract 10% interest per annum until it is finally dismissed.
- ix. In addition to the award against which the University has filed an appeal, the External Legal Counsel has raised service bill of N2,000,000.00.
- x. Panel found the case of Dr. Ososanya as one of the many violations of due diligence on personnel control. University ought to know the employability of any individual before engagement.

Recommendations.

- i. It is recommended that the university settles with Dr. Oladele Ososanya out of court to avoid further cost of legal services for as long as the case lasts.
- ii. The University should be more diligent in the process of engagement of new employees.

The Report of the University's Legal Officer on the case was cited and reviewed by the Panel.

13.6 SUBMISSION BY THE ACADEMIC STAFF UNION OF UNIVERSITIES (ASUU)

ASUU submitted a memo to the Panel. The Panel invited the leadership of ASUU to an interactive session on the memo. The Vice-Chancellor was requested to respond to some of the issues raised by ASUU.

Findings/Observations:

ASUU made the following observations:

- I. The Union complained about non-payment of promotion arrears to members whose promotion were delayed by the process of promotion especially those promoted to the professorial cadre. The union is requesting that the arrears should be paid using IGR before Government reimburses the University since it has been the practice as the current administration has received the reimbursement of 5 years arrears of promotion paid by previous administration using IGR.
- II. ASUU also claimed that some non-academic staff have been fraudulently promoted within the period under review and demands such to be investigated.
- III. ASUU also raised several issues including harassment and assault of staff, unilateral appointment of Senate representatives on the Staff Disciplinary Committee, cases of sexual harassment, irregular and paltry payment of allowances to frontline Officers, illegal deduction of pension, Academic affairs, erosion of the statutory function of the Physical Planning Unit and municipal and social services. The Union provided support for some of their claims. The Panel investigated these by interacting with relevant stakeholders and requesting a written response on all from the Vice-Chancellor.
- IV. The Union also complained about the fact that its members are still being victimised through the withholding of or incomplete payment of their salaries through IPPIS. The Union also argued that the forceful use of IPPIS to pay salaries of its members has brought a lot of hardships to the Union and its members therefore it requests the Visitor to direct the expeditious implementation of the University Transparency and Accountability Solution (UTAS).

Recommendations:

- III. Although the Vice-Chancellor has responded to most of the issues raised, the Panel recommends that the University administration should engage meaningfully with the Union in order to address/clear the unaddressed issues of concern to avoid industrial disharmony.
- IV. Relevant Government agencies should look into the plight of the Academic staff with respect to their salaries being withheld or not paid in full.

13.7 SUBMISSION BY THE NATIONAL ASSOCIATION OF ACADEMIC TECHNOLOGISTS (NAAT)

Findings/Observations

NAAT through the branch Chairman, Comrade Olumide Oluremi Joseph presented a memo to the Panel on 28th April 2021. The Panel observed the issues raised by NAAT as follows:

Usurpation of the duty of Technologists by the engagement of Demonstrators.

Non-implementation of occupational Hazzard Allowance to Academic Technologists in FUNAAB before they joined IPPIS.

Quality of the present Council Vis-à-vis efforts at hijacking Council by ASUU.

Marginalisation of Academic Technologists/Scientists in sponsorship for higher qualifications.

The Panel scheduled an interactive meeting with NAAT FUNAAB branch leadership clarifications on the issues they raised in their memo. The Vice-Chancellor was also asked to respond to the issues raised by NAAT. The Vice-Chancellor's response particularly convinced the Panel that the Duty of NAAT members is not being usurped by Demonstrators.

Recommendation

The University Management should look into the issues raised by NAAT that have not been addressed yet with a view to addressing them.

13.8 MEMORANDUM SUBMITTED BY THE SENIOR STAFF ASSOCIATION OF NIGERIAN UNIVERSITIES (SSANU)

INTRODUCTION

During the interactive session of the panel with SSANU, the union reiterated the commitment of the members to industrial harmony and stability within the university system while safe guarding the interest of their members.

It is in the light of the above that they submitted a memorandum to present the "grey areas" of their engagements, imploring the visitation panel to objectively look into them.

Issues raised by SSANU

1. Headship of the Non-Teaching units by Academic staff in Violation of the Visitor's Directive

SSANU objected to the headship of the following Directorates by academic staff in FUNAAB

- a. Directorate of works and services
- b. Directorate of academic planning
- c. Directorate of Information, Communication and Telecommunication Resource Centre (ICTREC).

Currently, as noted by SSANU, only the Directorate of Academic Planning has an academic member of staff (a Professor of Botany) as its Head, the change has been affected in the other two Directorates.

FINIDINGS

2. Panel wishes to correct the impression that the recommendation of the last visitation panel (pages, 54 and 55 of the white paper) cited by SSANU,

“The panel recommends that to ensure industrial harmony, concerted effort should be made not to unduly upset establishment positions approved in the university so that no group is made to feel denigrated but each should be accorded its due. Where the capacity is not available in-house, effort should be made to recruit an appropriate person to fill those positions and where temporary arrangements are made, they should be made to look permanent with unduly extended period of service”.

Comment

“The visitor notes”

The above to which the Union refers, does not represent the visitor's directive but an acknowledgement of the notification of the information as opposed to 'visitor accepts' or 'visitor rejects. Hence, the current leadership of the Directorate of Academic Planning by a Professor of Botany does not amount to the violation of the visitor's directive.

3. It is not a rule that the Academic Planning Directorate should be headed by a non- teaching or academic staff member. There is also no policy statement or law in its regard. It is the prerogative of the Vice-Chancellor to appoint qualified and competent people to handle such sensitive positions. This is the practice in the Nigerian university system.

Recommendation

Headship of the Directorate of Academic Planning should remain the prerogative of the vice-chancellor with competence as the yardstick or hallmark.

Reconstitution of the FUNAAB Staff School Board

SSANU requested the reconstitution of the board of staff school to include the representatives of the four staff unions as members.

Findings

For a period of not more than two years, FUNAAB staff school was taken off the payroll of the Federal Government. This period removed them from various engagements relating to the university including union participation. However, the staff of the school have been restored to government payroll.

Recommendation

Now that normality has been restored, the Vice-Chancellor should reconstitute the board of the staff school to include representatives of the four unions. The vice-chancellor in his memorandum consented to this request ascribing the delay to the lockdown of 2020 due to covid-19 pandemic.

Advancement of Medical Officers to the Peak of their Careers by Promotion

SSANU accused management of double standard in the promotion of non-teaching staff claiming that the management has not implemented a Federal Government circular of 1996, which allowed medical officers in the university to get the peak of their careers by promotion.

Findings

- IV. The Act establishing the Federal University of Agriculture vested power in the Governing Council to employ and regulate appointment, promotions and many other issues relating to staff.
- V. The bone of contention is the conduct of examination for promotion
- VI. Some SSANU members sat for examination and interview for promotion from CONTISS 13 to 14.

Recommendations

- IV. Council and Management should always enlighten the unions on the matters affecting them especially decisions on promotion of staff.
- V. There should be regular dialogue between Management and the Unions, On the other hand, the union leaders should pass such information to their membership.

- VI. Management should set up a committee to align the promotion criteria across non-teaching staff units and establishments.

Entry Point for Medical Laboratory Scientist: Medical Laboratory Cadre

SSANU advocated the adoption of a new circular purportedly emanating from the office for Head of Civil Service dated 11th June 2015 addressed to: Chief of Staff to the President, Deputy Chief of staff to the President, Secretary to the Government of the Federation, Honorable Ministers, Chairman Federal Civil Service Commission, The Chairman Statutory Commissions, Federal Permanent Secretaries, Auditor-General of the Federation, Accountant-General of the Federation and Surveyor-General of the Federation; signed by Dr. A.k Muhammad OON.

The circular stated as follows:

“Further to the provisions of the circular Ref. No HCSF/EPO/EIR/CD/S100 of 27th July 2014 on the above, it should be noted that the approved placement of intern Medical Laboratory Scientist is CONHESS 08 step 2. The Medical Laboratory Scientist would be CONHESS 09 on successful completion of the internship and national youth service corps”.

SSANU claimed that the pharmacist cadre in FUNAAB already enjoys the provision of this circular while other medical cadres do not.

Findings

- VII. The said circular was not addressed to the university system which has its own salary structure.
- VIII. The circular is not in any way linked to the regulatory bodies of the university system.
- IX. The Vice-Chancellor was apprehensive of the source of the circular.
- X. The Vice-Chancellor informed the panel that individuals have sent in circulars purportedly issued by a Federal Ministry.
- XI. Professional bodies have the tendency to claim different salary structures from that of the university system.
- XII. The Registrar has been directed to verify the authenticity of the circular so as not to create a quagmire among other unions.

Recommendations

- III. SSANU should exercise patience and await the report of the investigations by Management.
- IV. Management should expedite action on the investigations to douse tension.

DISCRIMINATION AGAINST SSANU 2016-2017

- I. SSANU alleged discrimination against its members by successive management of the university citing the face off with the Management which resulted in a strike action that paralysed administrative activities; Management led by Prof. O. B. Oyewole terminated the appointment of the entire members of the executive and 13 other members. However, the 6th Governing Council headed by Dr. Aboki Zhawa and the Vice-chancellor Prof. Salako reinstated them.
- II. SSANU observed that only ASSU enjoys the recognition and latitude to operate unhindered.
- III. SSANU demanded the reversal of the notional promotion of the members and refund of the arrears for 2016-2017.

Findings and Observation

- III. Panel noted that staff Unions in FUNAAB have the practice of comparing the treatment Management meted out to them on various issues relating to salaries, conversion of staff, promotion, and reaction to trade disputes and payment of dues and arrears.
- IV. The Vice-Chancellor disagreed with SSANU disclaiming any act of discrimination.

Recommendations

- V. Unions should present cases on their own merit without comparison as they may not be privy to all the facts on issues.
- VI. Council and Management should ensure transparency and equity to avoid precedence that could lead to acrimony.
- VII. Management should establish better working relationship with all the unions in the University.
- VIII. The Management should investigate the issues of notional promotion and unpaid arrears, establish the peculiarity with SSANU, the prevailing circumstances and dialogue with the union as appropriate.

NON-CONVERSION OF SSANU MEMBERS INTO THE PROFESSIONAL CADRE UPON ACQUISITION OF NECESSARY QUALIFICATIONS

SSANU alleged the non-conversion of its members after acquiring necessary professional and or academic qualifications required for upgrading, citing the case of academic staff who enjoy automatic upgrading upon acquisition of PhD. They claimed their experience at FUNAAB is at variance with happenings in many other universities. SSANU claimed that the Management employs outsiders to fill vacant positions which should be the exclusive preserve of their members who have additional qualifications.

Findings

The Vice-Chancellor informed the panel that in May 2021, some qualified SSANU members were converted to academic staff as contained in the university bulletin of Monday may 31, 2021.

Recommendation

Management should dialogue with SSANU on the need to inject new personnel into the system to fill their quota and to meet accreditation requirements; especially when such cannot be sourced internally.

NEED FOR REGULAR HANDS-ON TRAINING OF NON-TEACHING STAFF

SSANU advocated the exposure of the members to regular hands-on training to improve their productivity.

Findings

During the interactive session and in his memorandum, the Vice-Chancellor agreed with SSANU's demand, informed the panel that his administration has done a lot in this regard. For example, many non-teaching members of staff were sent to the Administrative Staff College Badagry, Center for Management Studies ARMTI Ilorin. Also, Resource Persons were invited to campus to train staff category by category in 2020 and in May 2021, selected academic and non-teaching staff had their trainings in a TETFUND supported ADAPTI.

Recommendation

The tempo of training and retraining of staff should be increased and sustained.

13.9 MEMO FROM NON-ACADEMIC STAFF UNION OF UNIVERSITIES NASU 2016-2020

Findings/Observations:

NASU expressed concerns on the leadership of the University in the period as follows:

Council

NASU gave mixed opinions about the Council under Dr. (Barr.) Aboki Zhawa. Council was commended to have brought to end the crisis that rocked the university between 2016 and 2017. The same Council was however accused of compromise on matters affecting Unions.

Vice Chancellors.

NASU remarked that the Vice Chancellor's in the period did their best to realise the purpose for which the University was set-up. Each of the Vice Chancellors had their respective styles of dealing with University's business.

NASU noted that the yearly budget appears to be unrealistic as there are negative variances on all items when compared with actual. The Union wished the University budget could be made to be attainable.

Staff Quarters: Like other staff Unions, NASU desires staff quarters. This can only be achieved through BOT and PPP arrangements.

NASU noted exclusion of members from University Committees like the staff career structure.

Panel recommends that committees that touch on staff matters on conditions of service should have their representation.

NASU wants the Rules and Regulations on staff discipline to be reviewed.

NASU expressed concern that the review of career structure directed by Council is yet to be attended to.

Panel observed that this is causing some restiveness among staff. Panel recommends that this be concluded in good time.

The issue of delay/stagnation in promotion of Senior Non-Teaching staff from CONTISS 13–14 forms part of NASU's concern.

Panel further recommends:

- VI. that University should be consistent and fair to all in application of rules. This however should not be at variance with Head of Service Circular and public Service Rules.
- VII. that more provision should be made for Training of staff to include the members of non-teaching staff.
- VIII. that the challenge of water on campus is being attended to with the ongoing water dam project.
- IX. that sporting facilities should be made available and accessible by all.
- X. That staff quarters may be provided by then University by collaborating with the private sector on a PPP/BOT arrangement.

13.10 MEMO LIBRARY OFFICERS IN THE UNIVERSITY LIBRARY

Cadre of Library Officers

The library officers belong to the sub-professional part of the non-teaching cadre in the University. By virtue of their entry requirement in the career structure, they require a minimum of Diploma to progress to the terminal point of their career. Professional part of the non-teaching cadre requires a minimum of first degree at point of entry.

Concern

A group of library officers approached the panel with a petition and plea for intervention to be considered for advancement to CONTISS 14 when they obtain Master's degree. By the career structure, the entry point for the library officers' cadre is CONTISS 6 while the terminal point is CIONTISS 13 being the position of Chief Library Officer.

Evaluation

The career structure of the library officer cadre is similar to the Executive cadre. These two cadres terminate on CONTISS 13. Though the group rests its justification on the possession of Master's degree, a possession of Master's degree is not a requirement to perform as a library officer. Furthermore, the 2007 circular of the Head of Civil Service of the Federation titled elongation of Grade levels of some sub-professional cadre in the Civil Service-ref HCSF/ EPO/EIR/END/100/S.6/122 only moved the terminal point from GL13 to GL 14. It is to be noted that GL14 in the core Civil Service is equivalent of CONTISS 13 on the consolidated Tertiary Institution Salary Scale (CONTISS).

The Registrar testified that though review of career structure for the library staff among others was considered by Council, Council directed that it should be reviewed further so as not to create crisis in the implementation. This review is yet to be completed.

Evidences from some other Universities do not confirm the position of the complainant group.

Recommendations:

- III. Panel recommends that the matter be taken back to Council to enable Council make a definite pronouncement as to the non –practicability of the group's demand. This becomes necessary in view of the fact that the group places reliance on the information available on the University's website and which the Registrar claims are not yet finalised.
- IV. Panel also recommends that anyone who possesses additional qualifications above the requirements of his/her present cadre may seek conversion subject to other University's conditions on same.

13.11 MEMO SUBMITTED BY THE STUDENT UNION OF THE FEDERAL UNIVERSITY OF AGRICULTURE ABEOKUTA

Findings/Observations:

- X. The matters raised by the Student Union in their memo and interaction with the Panel are summarised as follows:
- XI. Reinstatement of the delisted College of Management Sciences.
- XII. Provision of more Students' hostels to ease the acute accommodation problem which has exposed the students to off campus accommodation with the perils, hazards and multiple security issues.
- XIII. The need to adjust lecture time tables and inadequate transportation logistics.
- XIV. Inadequate power supply to the University and the resultant effect of forcing the students to carry out their research in private establishments outside the University.
- XV. Request for expansion in teaching facilities such as the provision of enlarged and conducive lecture halls.
- XVI. Strengthening of ICT infrastructure to increase access by students to the internet.
- XVII. Equipping the Departmental Libraries and Laboratories.
- XVIII. Upgrade of the facilities in the University Health Services.

Recommendation

The Panel recommends a massive infrastructure development with respect to students' hostels. This will go a long way towards reducing the problems associated with the off-campus accommodations.

13.12 MEMORANDUM OF NETWORK OF AIYETORO- BUDO YOUTHS SUBMITTED ON BEHALF OF: AIYETORO-BUDO COMMUNITY

Introduction

Aiyetoro Budo community interacted with the panel and submitted memorandum introducing themselves as the host community to the Federal University of Agriculture Abeokuta. They claimed that 10,200 hectares of land was acquired from them in 1986 for the permanent site of the university.

According to them, dispute arose from the compensation of the acquisition and possible resettlement of the community. Without notification, the university authority carried out demolition of shrines, mosques, churches and houses with molestation and harassment of the indigenes by the law enforcement agents. This led to litigation which they claim is still pending before a competent court of law.

The community accused the University Management of:

1. blockage of all entrances into the community thereby laying siege through the construction of gates round the community;
2. removal of the name of the community Baale (Head of the Community), as one of the beneficiaries of the university gesture;
3. removal of the sons and daughters of the community from anything that they can benefit from the University.

4. victimisation of community sons and daughters working in Federal University of Agriculture, Abeokuta;
5. rejection of all the community requests i.e admission, employment and creation of deliberate communicable gap between the community and university;
6. usage of police and other security agents to threaten the indigenes; and
7. violation of court ruling on the restraining of the university from the 1000 hectares of land from the proposed carve.

THE DEMANDS OF THE COMMUNITY

The community wishes that the university would extend its hand of friendship, accommodation and peaceful co-existence by:

1. carving out 1000 hectares of land for settlement of the people of community;
2. inclusion of the name "Aiyetoro-Budo" in the university's address to read "University of Agriculture, Aiyetoro Budo, Abeokuta" and
3. cash compensation of one-hundred and five million, Two hundred and Eighty-Eighty, six hundred- and seventy-three-naira, fifty-two kobo (105, 288, 673.52).

Findings

In his submission at the interactive session and memorandum, the incumbent vice-chancellor, Professor Kolawole Salako informed the panel that the situation poses a huge security challenge to the University.

The Management of FUNAAB made the following submission on the case of Aiyetoro-Budo Community (Presented Verbatim) as follows:

BRIEF ON AYETORO-BUDO COMMUNITY

The matter was instituted by the appellants at the Ogun State High Court of Justice, in respect of 10,200 hectares of land acquired by the Federal Government for public purposes for the University of Lagos, College of Sciences (now Federal University of Agriculture, Abeokuta)

The Court declared that the appellants were entitled to the right of occupancy of the said parcel of land. It also held that the Land Division of the Federal Ministry of Works and Housing is the only Department that could value the land, buildings and crops for the purposes of payment of compensation.

The lower Court also made an order of injunction restraining the defendants from disturbing the peaceful possession of the land by the appellants until the provision of a resettlement unit is made and adequate compensation paid to the appellants.

The University filed an appeal at the Court of Appeal. The Court vacated the injunction of the lower court and further held that the respondents are entitled to compensation

for the revocation of their right of occupancy as assessed by the Ogun State Ministry of Works. The continuous presence of the respondents on the land is illegal.

The respondents (Chief R. A. Odunjo & others, now appellants at the Supreme Court) filed a notice of appeal and motion for stay of execution. The Office of the Attorney General of the Federation filed a Respondent Brief at the Supreme Court.

The University has also engaged the services of security agencies and the Ogun State Ministry of Urban and Physical Planning to report activities of trespassers for possible arrest and demolition of illegal structures on the land. This was sequel to the report of the dangerous activities of the trespassers on the land. At a point in time, eight (8) Police Patrol Vehicles from Igbo-Ora in Oyo State traced some suspected kidnappers to the area claiming that their hideout was located within.

Following that incident, the University also did an aerial survey using drones and discovers a lot of illegal settlements, shrines and discreet worship centres within the area. Some Chiefs of Ayetoro-Budo Community were fingered in the illegal occupation, authorization of illegal felling of timbers and mining activities within the land in question.

Several Civil steps were taken to curb their activities including making civil reports to the former Alake and the present Alake and Paramount Ruler of Egbaland, His Royal Majesty Oba Adedotun Aremu Gbadebo, *CFR* Okukenu IV and the former Agura of Gbagura and the present, His Royal Majesty, Oba Saburi Isola Bakare.

The concerned families were invited to the palace of the Royal fathers and were advised to vacate the land and ensure peaceful co-existence. They however did not yield to all these royal advices. At a point, they petitioned the Commissioner of Police, Ogun State Command (through Ayetoro-Budo Youths) alleging threat to their lives and forceful ejection. The University however provided the Police with evidence of their recalcitrance over the years unlike all other communities.

Over the years, the University had made overtures to the Ayetoro-Budo Community through different approaches. During Professor Balogun era as the Vice-Chancellor, a sum of Fifty Million Naira (N50,000,000.00) was offered the Community as an out of Court Settlement Compensation. This was rejected by the Heads of the Community. They were demanding for 1,000 Hectares of land to be excised and given back to them for resettlement of Ayetoro-Budo Community only. This was rejected by the University because over ninety (90) villages were involved in the initial ownership of the land acquired for the University. Some of them are Isolu, Lemo, Emere, Esope, Alakobo, Latan, Labuta, Alagbede, Aragba, Ejilu Alagbon, Oluwo Ojo, Ganga, Jakola, Akingbotun, Labuota, Kemta Kekere, Kemtanla, Begun, Olori, Ewuji etc. They have all agreed to the settlement plans of compensation payments for farmland, and other development on the land. They all moved out to resettle outside the University land after they have collected their compensation. It is important to also note that the University rejected their demand for 1,000 Hectares of land because the land has

already been gazette and can no longer be given for any other purposes. With the rejection of the offer, the case in court was allowed to linger on.

Overtime, the University had offered opportunity to Sons and Daughters of Ayetoro-Budo Community as a social responsibility as an olive branch. Some of them have so far risen to Senior Staff level.

Recommendations

- III. As a matter of urgency, the Federal Government and Ogun State Government should move to secure all the land acquired for Federal University of Agriculture, Abeokuta through perimeter fencing.
- IV. The attorney General of the federation should take up the litigation issues to put a closure to the lingering court injunctions. The matter is clearly beyond the grip of the council and management of FUNAAB.