



FEDERAL REPUBLIC OF NIGERIA

**Views of the Government of the
Federal Republic of Nigeria
on the
Visitation Report into the Affairs of the
Federal University, Gusau
(2016 - 2020)**

DECEMBER, 2022

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**WHITEPAPERONTHEREPORTOF THE VISITATION PANEL INTO
THE AFFAIRS OF THE FEDERAL UNIVERSITY, GUSAU
(2016–2020)**



ARRANGEMENT OF PARAGRAPHS

Paragraph:

1. Publication of Federal Government White Paper on the Report of the Visitation Panel into the Affairs of the Federal University, Gusau (2016–2020).

2. Citation.

SCHEDULE

**WHITE PAPER ON THE REPORT OF THE VISITATION PANEL INTO
THE AFFAIRS OF THE FEDERAL UNIVERSITY, GUSAU
(2016–2020)**

1. The Federal Government White Paper on the Report of the Visitation Panel to the Federal University, Gusau (2016–2020) as provided in the schedule to this Notice is hereby published in the Federal Government Gazette.

Publication
of Federal
Government
White Paper
on the
Report of
the
Visitation
Panel to
the Federal
University,
Gusau (2016–
2020).

2. This Notice may be cited as the “White Paper on the Report of the Visitation Panel to the Federal University, Gusau (2016–2020)”.

Citation.

INTRODUCTION

1.0. The laws of the Federation of Nigeria establishing federal universities require a routine five-year stock taking of activities of the University by a panel of knowledgeable persons for purposes of improving the system for better service delivery. The main objective of visitation is to evaluate the performance of the Council, the Vice Chancellor and other Principal Officers of the University to determine the extent to which they have delivered on their mandates within the specified period. The Panel is expected to look into the financial management, administration, effectiveness of teaching, learning and research. This report covers the period of the year 2013 to 2015. This Panel was constituted and approved by the Visitor, President Muhammadu Buhari. The 7-man Panel to the Federal University Gusau was inaugurated on April 13, 2021 by the Permanent Secretary, Federal Ministry of Education, Arc. Sonny Echono on behalf of the Minister of Education, Mallam Adamu Adamu.

1.1. MEMBERS OF THE PANEL

Members of the Visitation Panel were as follows :

(i)	Engr. Prof. Isaac N. Itodo	University of Agriculture, Makurdi	<i>Chairman</i>
(ii)	Barr. Sogbeye C. Eli	Law Clinic, No. 31, Bekwere Wosu Str., D/Line, Port Harcourt	<i>Member</i>
(iii)	Arc. Abdullahi Yusuf Sada	Bayi - Sada & Associates, No. 23, Bashiru Dalhatu Road, Hotoro, Kano	<i>Member</i>
(iv)	Engr. Prof. Ademola K. Aremu	University of Ibadan	<i>Member</i>
(v)	Prof. Nathaniel C. Ohazurike	Imo State University, Owerri	<i>Member</i>
(vi)	Alhaji Zakari Sangari	No. LD 2, New Bado Quarters (Alu Muhammad Quarters), Sokoto	<i>Member</i>
(vii)	Mr. Adam Ibrahim Muhammad	National Universities Commission	<i>Secretary</i>

1.2. TERMS OF REFERENCE

The Terms of Reference (ToRs) of the Panel were to :

<i>TOR</i>	<i>Terms of Reference</i>
(i)	inquire into the level of implementation of the White Paper of the last visitation report ;
(ii)	look into the leadership quality of the University in terms of the roles of the Governing Council, the Vice Chancellor and other Principal Officers ;

TOR	<i>Terms of Reference</i>
(iii)	look into the financial management of the Institution including statutory allocations and internally generated revenues over the recommended period, and determine whether it complies with appropriate regulations ;
(iv)	investigate the application of funds, particularly the special grants and loans meant for specific projects in order to determine the status of such projects and their relevance for further funding ;
(v)	examine the adequacy of the staff and staff development programmes of the University ;
(vi)	determine the relationship between the University and the various statutory bodies it interacts with according to its law for the purposes of supervision, planning, finance, discipline, guidance and any other relationship (i.e. Governing Council, NUC and the FME) ;
(vii)	examine the law establishing the University including the relationship between the various internal organs, units and offices, and indicate the ways the law has been observed by the competent authorities, and also suggest any modifications to the law ;
(viii)	trace the historical evolution of the University and take stock of its net achievements and problems as well as its style and direction ;
(ix)	examine the general security in the University and how the University has dealt with it, and recommend appropriate measures ; and
(x)	examine the processes and structures of discipline of staff and students in the University in line with due process of the rule of law.

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

(i) the Vice Chancellor should comply and implement the decisions of the Governing Council;

(ii) the Vice Chancellor should also comply with approved establishment and financial procedures in the recruitment of staff and financial transactions;

(iii) the Governing Council should appoint an External Auditor to audit the University's account for the years 2019 and 2020 and the resulting Management notes should be discussed with the new Vice Chancellor;

(iv) the Governing Council should make the accommodation of all students on campus a priority in view of the prevailing 'red alert' security situation prevailing in Zamfara State and the community where the University is located;

(v) the University Management should reconstitute the Budget Monitoring Committee in line with the FGN/ASUU Agreement of 2009;

(vi) the University Management should separate the Tenders Board from the Procurement Planning Committee ;

(vii) the University Management should ensure that the Director of Procurement serves as Secretary of the Tenders Board ;

(viii) the budgetary process should be participatory and bottom-up;

(ix) the University Management should put in place contemporary security measures including collaboration with government agencies ;

(x) the University Management should ensure that qualified and registered Architect is included in the Physical Planning, Works and Maintenance (PPWM) Department ;

(xi) the University Management should ensure that the role of Director PPWM and that of Head of Procurement are clearly separated as defined by the BPP Act ;

(xii) the Governing Council should ensure that a Master plan is put to use within the shortest time possible ;

(xiii) the Governing Council should ensure that all outstanding projects are completed before embarking on new ones ;

(xiv) the University Management must develop and implement a Maintenance strategy ;

(xv) University Management, in collaboration with FME, should expedite action on enactment of an Act establishing the University;

(xvi) the University Management should make conscious effort to accommodate all the students on the campus by building more students' hostels;

(xvii) the University Management should liaise with the State Government to conclude all issues relating to outstanding compensations ;
and

(xviii) the University Management should improve on her corporate social responsibilities to the Host community.

TERMOFREERENCEONE

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

<i>S/No.</i>	<i>Item</i>	<i>Observations/Findings by the Visitation Panel</i>	<i>Recommendations by the Visitation Panel</i>	<i>Comments by the Visitor</i>
2.1.	IMPLEMENTATION OF THE WHITE PAPER ON THE LAST VISITATION REPORT	The University has never been visited by any Panel since it was established in 2013. Therefore, there was no White Paper to be inquired into for the level of implementation.		<i>Visitor notes this observation.</i>

TERMOFREFERENCETWO

“Look into the leadership quality of each University in terms of the roles of Governing Councils, the Vice-Chancellors and other Principal Officers.”

<i>S/No.</i>	<i>Item</i>	<i>Observations/Findings by the Visitation Panel</i>	<i>Recommendations by the Visitation Panel</i>	<i>Comments by the Visitor</i>
3.1.	GOVERNING COUNCIL	<p>1. The Vice Chancellor did not obey decisions of the Governing Councils:</p> <p>(a) Management employed three hundred and forty-one (341) staff against Council's approved two hundred and fifty-two (252) staff, which necessitated a query to the VC on the recruitment of one hundred and fifty-seven (157) non-academic staff and additional eighty-nine (89) academic staff.</p> <p>(b) Improper recruitment exercise in terms of procedure and placement that necessitated Council to direct fresh interview for appointment of only duly qualified applicants.</p> <p>(c) Direct appointment without interview, which made it impossible to place two hundred and fifty-seven (257) employed staff between March and September 2018 on the payroll due to lack of financial backing.</p> <p>(d) Issuing letters of appointment to candi-</p>	<p>(i) The VC should comply and implement decisions of the Governing Council.</p> <p>(ii) The VC should also comply with approved establishment and financial procedures in the recruitment of staff and financial transactions respectively.</p> <p>(iii) The University's account for the years 2019 and 2020 should be audited by an External Auditor.</p> <p>(iv) The Governing Council should make accommodation of all students on campus a priority in view of the prevailing 'red alert' security situation prevailing in Zamfara State and the community where the university is located.</p>	<p>(i) Visitor accepts recommendations (i), (ii) and (iv).</p> <p>(ii) Visitor notes recommendation (iii).</p>

<i>S/No.</i>	<i>Item</i>	<i>Observations/Findings by the Visitation Panel</i>	<i>Recommendations by the Visitation Panel</i>	<i>Comments by the Visitor</i>
		<p>dates that failed screening by the Department/ Faculty.</p> <p>2. Non-compliance with the Bureau for Public Procurement procedure in procurements and award of contracts.</p> <p>3. Capital projects were not presented to the Governing Council by the Vice Chancellor for ratification.</p> <p>4. The University's account was not audited for the years 2019 and 2020.</p> <p>5. Fifteen(15) out of the twenty-eight (28) academic programmes of the University (54 <i>per cent</i> of the programmes) have the NUC's full accreditation status.</p> <p>6. 8 <i>per cent</i> of the male students' population are accommodated in a hostel on campus ; the female hostel on campus is currently being used as the administrative building of the University. 5.3 <i>per cent</i> of the female students' population are accommodated in a private hostel outside the University.</p> <p>7. The University Librarian, a Principal Officer is not in attendance at meetings of the Governing Council like the other Principal Officers.</p>		

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<i>S/No.</i>	<i>Item</i>	<i>Observations/Findings by the Visitation Panel</i>	<i>Recommendations by the Visitation Panel</i>	<i>Comments by the Visitor</i>
		8. The VC during this period is under investigation by the EFCC for complications connected with the award of contracts arising from petitions from contractors to the Minister of Education.		

TERM OF REFERENCE THREE

“Look into the financial management of each institution including statutory allocations and internally generated revenue over the recommended period, and determine whether it was in compliance with appropriate regulations.”

S/No.	Item	Observations/Findings by the Visitation Panel	Recommendations by the Visitation Panel	Comments by the Visitor
4.1.	FINANCIAL MANAGEMENT	<p>1. Total income that accrued to the University from 2016 to 2020 was fifteen billion, two hundred and ninety-three million, four hundred and thirty-three thousand, two hundred and forty-one Naira, fifty-three Kobo (₦15,293,433,241.53). The income for the year 2016, 2017, 2018, 2019 and 2020 was ₦1,346,551,355.12, ₦1,685,199,719.07, ₦2,863,900,280.37, ₦4,494,947,036.19 and ₦4,938,834,850.79 respectively.</p> <p>2. Total expenditure of the University from 2016 to 2020 was ten billion, eight hundred and three million, two hundred and eighty-four thousand, nine hundred and ninety-nine Naira, seventy Kobo (₦10,803,284,999.70). The expenditure for the year 2016, 2017, 2018, 2019 and 2020 was ₦1,352,855,489.60, ₦1,543,158,018.01, ₦2,728,249,893.98, ₦3,034,034,326.11, ₦2,144,987,272.00 respectively.</p> <p>3. The amount of the income spent by the University is 71 percent.</p>	<p>(i) Appoint External Auditor to audit the accounts for 2019 and 2020;</p> <p>(ii) Reconstitute the Budget Monitoring Committee in line with the FGN/ASUU Agreement of 2009 ;</p> <p>(iii) Separate the Tenders Board from the Procurement Planning Committee ;</p> <p>(iv) Appoint the Director of Procurement as Secretary of the Tenders Board ;</p> <p>(v) Submit internal audit reports to the office of the Accountant General of the Federation ;</p> <p>(vi) Involve departments and faculties in the budgeting process ;</p> <p>(vii) Recovery of the overpaid funds to contractors ;</p> <p>(viii) The erring officers to be sanctioned; and</p> <p>(ix) Need for proper training by the staff in procurement.</p>	<p>(i) Visitor accepts recommendations (i), (ii), (iii), (iv), (vi), (vii) (viii) and (ix).</p> <p>(ii) Visitor rejects recommendation (v).</p>

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<i>S/No.</i>	<i>Item</i>	<i>Observations/Findings by the Visitation Panel</i>	<i>Recommendations by the Visitation Panel</i>	<i>Comments by the Visitor</i>
		<p>The sum of ₦4,435,095,640.04 (29 <i>per cent</i>) was unspent. The unspent income was ₦142,042,701.06, ₦135,650,386.39, ₦1,424,912,710.08 and ₦2,793,847,578.78 for the year 2017, 2018, 2019 and 2020 respectively. The unspent fund was personnel income for recruitment of staff, which the University did not do ; the fund has accordingly been recovered by the FGN.</p> <p>4. The contribution of various streams to the income of the University shows that the allocation received for personnel was the highest (61 <i>per cent</i>). The IGR contributed 10 <i>per cent</i> to the income of the University.</p> <p>5. The undergraduate registration fees and pre-degree registration fees accounted for 65 <i>per cent</i> and 15 <i>per cent</i> of the total IGR of the University.</p> <p>6. The IGR increased from 11 <i>per cent</i> in 2016 to 27 <i>per cent</i> in 2020.</p> <p>7. The University operates six (6) different accounts domiciled in the Central Bank of Nigeria. The accounts are in two (2) categories. The GIFMIS category has the personnel cost,</p>		

<i>S/No.</i>	<i>Item</i>	<i>Observations/Findings by the Visitation Panel</i>	<i>Recommendations by the Visitation Panel</i>	<i>Comments by the Visitor</i>
		<p>capital development fund and overhead accounts while the Remita payment platform has the TETfund, NEEDS Assessment and IGR accounts.</p> <p>8. External Auditor was engaged in the period of 2016 to 2018 and Auditor's management notes arising from the yearly audit of the University's accounts were discussed with the University's Management.</p> <p>9. The University's accounts were audited in 2016, 2017 and 2018. However, the accounts were not audited in 2019 and 2020.</p> <p>10. The audit reports indicated noncompliance by Management of the University with appropriate regulations such as the 2009 financial regulations, TETfund revised guidelines, Public Procurement Act of 2007 and the FGN/ASUU agreement of 2009.</p> <p>11. The reoccurring breaches as indicated by the audit reports include:</p> <p>(a) on procurement: non-submission of procurement plan to the BPP, merging of Tenders Board with Procurement Planning</p>		

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<i>S/No.</i>	<i>Item</i>	<i>Observations/Findings by the Visitation Panel</i>	<i>Recommendations by the Visitation Panel</i>	<i>Comments by the Visitor</i>
		<p>Committee, wrong composition of the BMC, non-invitation of observers for bid opening and award of contracts to companies not on the database of the BPP.</p> <p>(b) on financial procedures : lack of a fixed asset register, especially a TETFund asset register and furniture inventory, payments to contractors without authorization from the Internal Audit, non-posting of transactions in and signing of the cash book and over-payment to contractors because of the non-recovery of VAT from their payments.</p> <p>12. Budgeting process does not involve the departments and faculties.</p>		

TERM OF REFERENCE FOUR

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

S/No.	Item	Observations/Findings by the Visitation Panel	Recommendations by the Visitation Panel	Comments by the Visitor
5.1	FUNDING OF THE UNIVERSITY	<p>1. Cost parameters were checked and a total of ₦4,249,125,405.74 was earmarked for construction works between 2016 and 2020. Out of this amount, only ₦2,133,735,943.41 (67.09 per cent) was paid.</p> <p>2. 52 contracts were awarded, and 20 were completed. 32 projects are currently effectively ongoing while 1 is abandoned or delayed.</p> <p>3. Projects were awarded under 9 categories with 2 having the majority of funding for the construction and consultancy supervisions and constituting 80 per cent of the works; the 2016 TET Fund Special High Impact and the Normal Capital Appropriation. The 2 also make up the bulk of the uncompleted works.</p> <p>4. Award of Procurement contracts to the tune of ₦2,161,377,041.07 was made during the period 2016 - 2020 and 69.31 per cent of the payments due were released to contractors in the sum of ₦1,498,157,283.48.</p>	<p>(i) Funds should be made available for perimeter (security) fencing with security watch towers, sentry posts and high-powered CCTV to be urgently embarked upon.</p> <p>(ii) PPWM should ensure that a qualified registered Architect is included in the team. Presence of a qualified Architect will ensure design qualities relating to allocation of spaces and planning.</p> <p>(iii) The role of Director PPWM and that of Head of Procurement must be clearly separated as defined by the BPP Act.</p> <p>(iv) Master Plan must be approved and put to use by Council within the shortest time possible.</p> <p>(v) All ongoing projects should reach practical completion prior to award or commencement of any new work to be funded.</p> <p>(vi) Prioritization of infrastructure such as the perimeter fence, roads, electricity from</p>	<p>Visitor notes these recommendations.</p>

<i>S/No</i>	<i>Item</i>	<i>Observations/Findings by the Visitation Panel</i>	<i>Recommendations by the Visitation Panel</i>	<i>Comments by the Visitor</i>
		<p>5. 52 Procurement contracts were awarded and 25 were successfully completed. Currently, 20 procurement contracts are ongoing and 7 have stalled.</p> <p>6. Absence of security fence is very evident.</p> <p>7. Further assessments evolved the following findings:</p> <p>(a) University is fully in use and availability of major infrastructure such as water and electricity are present, even though there is still no master plan in use by the institution.</p> <p>(b) Electrical power supply from national grid is available and backed up by central generators.</p> <p>(c) Gaps have been identified regarding most of the facilities as number of offices, lecture rooms, student accommodation are still inadequate.</p> <p>(d) The four (4) faculties in the institution have between 40-50 per cent of the required spaces, furnishing and equipment required.</p>	<p>National Grid, backup power supply must be done before continuation of buildings as a development policy.</p> <p>(vii) A Maintenance strategy needs to be developed. A maintenance manual/guidelines for the University is mandatory as well as training on maintenance culture for staff and students, especially during each year's orientation.</p>	

<i>S/No.</i>	<i>Item</i>	<i>Observations/Findings by the Visitation Panel</i>	<i>Recommendations by the Visitation Panel</i>	<i>Comments by the Visitor</i>
		<p>(e) The PPWM Department currently has 53 staff, and out of this number ONLY four (4) are registered with the professional bodies such as COREN. Amongst the four (4), there is no registered Architect. Two (2) out of the 28 degree and HND Holders have degrees in Islamic Studies and History.</p> <p>(f) Commendable role was noticed in the post contract supervision of projects by both the PPWM and consultants attached to these projects.</p> <p>(g) Tender process has improved from the take-off period.</p> <p>(h) Requests for upward review of the contract sums were noticed in some instances, directly to the Vice Chancellor but no documentation to back up the requests.</p> <p>8. The commissioning of consultants on procurement where they have no technical qualification was observed.</p> <p>9. Companies were awarded jobs outside their areas of specialization.</p> <p>10. Lack of proper maintenance culture.</p>		

TERMOF REFERENCE FIVE

"Examine the adequacy of staff and staff development programmes in each University."

S/No.	Item	Observations/Findings by the Visitation Panel	Recommendations by the Visitation Panel	Comments by the Visitor
6.1.	ADEQUACY OF STAFF	<p>1. Staff are adequate for the academic programmes of the university. Two hundred and fifty - two (252) academic staff in 2018. The 2018 NUC accreditation shows that fifteen (15) of the twenty - eight programmes of the university (54 per cent) had Full accreditation status. The staff/student ratio of even the programmes that had Interim accreditation status was within the NUC recommended BMAS. Also, the proportion of staff with Ph.D. for these programmes was greater than 60 per cent except for the Zoology programme. However, a high proportion of the academic staff are sabbatical and visiting scholars.</p> <p>2. There are a total of one thousand, two hundred and nine (1,209) staff out of which three hundred and twenty-five (325), four hundred and thirty-nine (439) and four hundred and forty-five (445) are academic, senior non-teaching and junior staff respectively.</p> <p>3. A total of three</p>	<p>(i) Increase the proportion of its academic staff in line with recommended NUC BMAS.</p> <p>(ii) Train more academic staff that will advance into the professorial cadre to ameliorate the acute shortage of senior academics.</p> <p>(iii) Consider use of a percentage of the IGR to augment the AST&D intervention in training more academic staff.</p> <p>(iv) Enter into a memorandum of understanding with other universities for training of their staff on the FUGUS campus.</p> <p>(v) Repay staff that self-sponsored their postgraduate studies, even in installments and bond such staff.</p>	<p>Visitor notes these recommendations.</p>

<i>S/No.</i>	<i>Item</i>	<i>Observations/Findings by the Visitation Panel</i>	<i>Recommendations by the Visitation Panel</i>	<i>Comments by the Visitor</i>
		<p>hundred and twenty-eight staff (328) representing 28 per cent of the entire staff of the university have been trained. Out of the trained staff, ninety-six (96) were academic staff (29 per cent), one hundred and forty-two (142) were senior non-teaching staff (43 per cent) and ninety (90) were junior staff (28 per cent). Specifically, thirty-five (35) academic staff have been trained for Ph.D and Master degrees in foreign and local universities.</p>		

TERM OF REFERENCE SIX

“Determine the relationship between the university and the various statutory bodies it interacts with according to its law for the purpose of supervision, planning, finance, discipline, guidance and any other relationship (Governing Council, NUC and The Federal Ministry of Education).”

S/No.	Item	Observations/Findings by the Visitation Panel	Recommendations by the Visitation Panel	Comments by the Visitor
7.1.	RELATIONSHIP BETWEEN THE UNIVERSITY AND THE VARIOUS STATUTORY BODIES	<p>1. Good relationship with the Zamfara State Government (ZMSG):</p> <p>(a) The ZMSG paid 80 per cent of the compensation for the land on which the University is sited.</p> <p>(b) The ZMSG has also supported the University as follows:</p> <p>(i) a water supply scheme that is about 20 per cent completed. This project consists of sixteen (16) boreholes, an overhead tank with a reticulation system.</p> <p>(ii) donated a Toyota Camry car and a Prado Jeep in 2013, and a Toyota Hiace vehicle in 2020.</p> <p>2. Good relationship with the Presidency that is undertaking an extension of the University's Medical Centre at the cost of one hundred and fifty-five million, nineteen thousand, four hundred and seventy-nine Naira, twenty-nine Kobo (₦155,019,479.29), which is about 25 per cent completed through the SDG office, Abuja.</p> <p>3. Relating with the Federal Ministry of Water Resources, Abuja</p>	<p>(i) Deepen and sustain good relationship with these government agencies and organizations so as to obtain more benefits.</p> <p>(ii) The Governing Council should engage the ZMSG for payment of the balance of 20 per cent compensation on the University land that is currently being encroached on.</p> <p>(iii) Deepen relationship with host community by :</p> <p>(a) appointing a member of the community into the Security Committee of the University;</p> <p>(b) appointing a member into a Council committee of the University - Host Community Relations;</p> <p>(c) providing more boreholes in the community for the students and other residents ; and</p> <p>(d) granting scholarship (tuition-free education) to a reasonable number of students from the host community.</p>	<p><i>Visitor notes these recommendations.</i></p>

<i>S/No.</i>	<i>Item</i>	<i>Observations/Findings by the Visitation Panel</i>	<i>Recommendations by the Visitation Panel</i>	<i>Comments by the Visitor</i>
		<p>that is supporting the University in her 75 per cent completed water supply scheme, phase II. The contract covers three (3) bore holes, an overhead tank and reticulation system for the water.</p> <p>4. The Federal Character Commission participates in all the recruitment of staff exercise of the University.</p> <p>5. In good standing with TETFund and the Office of the Accountant General of the Federation as they get their statutory interventions as and when due.</p> <p>6. Good working relationship with the security agencies in the state: The Army, Police and DSS.</p> <p>7. The Emir of Kotorkoshi Emirate where the University is located expressed cordiality and satisfaction with the Management of the University and pledged support to the success of the University.</p> <p>8. Host community of Sabon Gari, Gusau via a memorandum demanded the following:</p> <p>(a) special consideration to admit their children into the University ;</p>		

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<i>S/No.</i>	<i>Item</i>	<i>Observations/Findings by the Visitation Panel</i>	<i>Recommendations by the Visitation Panel</i>	<i>Comments by the Visitor</i>
		<p>(b) recruitment as academic and non-academic senior staff;</p> <p>(c) a place in the University Governing Council ; and</p> <p>(d) regular repair and maintenance of the community's bore-hole, which the students accommodated there also use.</p>		

TERM OF REFERENCE SEVEN

“Examine the law establishing the university including the relationship between the various internal organs, units and offices, and indicate the ways the law has been observed by the competent authorities, and also suggest any modifications to the law.”

<i>S/No.</i>	<i>Item</i>	<i>Observations/Findings by the Visitation Panel</i>	<i>Recommendations by the Visitation Panel</i>	<i>Comments by the Visitor</i>
8.1.	GOVERNANCE	<p>1. Founded in 2013 by the President Goodluck Jonathan Administration, the Federal University, Gusau has no establishment law to date.</p> <p>2. In the absence of an Act establishing the University, operations at the Federal University, Gusau are managed by and with :</p> <p>(a) an Academic Brief detailing procedure for establishment of Faculties, Departments, Registry, Bursary, Physical planning, etc. and functions of Management, Council, Senate and Congregation. This document also provides for the promotion of Teaching, Research, community service and external linkages.</p> <p>(b) the Universities (Miscellaneous Provisions) (Amendment) Act, 2003. An amendment of the 1993 Act, this law made new provisions for the autonomy, management and reorganisation of Universities in Nigeria.</p>	<p>(i) Panel recommends expedited action at the National Assembly to secure the passage of the Bill for the enactment of an Establishment Act for Federal University, Gusau.</p> <p>(ii) Urgently employ a more experienced lawyer as Legal Officer to strengthen the Legal Unit of the institution and appointment of a Senior Counsel of at least 10-years Post-Call experience to provide quality legal services.</p> <p>(iii) In strict compliance with the Public Procurement Act, employ a substantive Director of Procurement to separate that office from the Director of Works and Physical Planning.</p> <p>(iv) Make regular update of Staff nominal roll to the Federal Ministry of Education and Federal Character Commission to enforce compliance.</p>	<p><i>Visitor notes these recommendations.</i></p>

<i>S/No.</i>	<i>Item</i>	<i>Observations/Findings by the Visitation Panel</i>	<i>Recommendations by the Visitation Panel</i>	<i>Comments by the Visitor</i>
		<p>(c) the Universities (Miscellaneous Provisions) (Amendment) Act, 2012. This law is a further amendment to the 1993 Act to limit the tenure of Principal Officers to a single term of five years and increasing the retirement age of staff in the professorial cadre and non-academic staff in Nigerian Universities.</p> <p>(d) the Public Service Rules by the Federal Government of Nigeria.</p> <p>(e) the Terms and Conditions of Staff as approved by the Governing Council of Federal University, Gusau effective January 2015.</p> <p>(f) National Universities Commission Guidelines detailing minimum standards for academic programmes, recruitment, promotion, quality control, etc.</p> <p>(g) regular communication of standards by the Federal Ministry of Education.</p> <p>(h) Students' Handbook.</p> <p>3. Further findings as follows:</p> <p>(a) no appointed Director of Legal Services to drive the</p>		

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		<p>implementation and enforcement of the Regulations Governing the Terms and Conditions of Service of Staff approved by the Governing Council.</p> <p>(b) the only personnel on the Staff of the University with designation as "Legal Officer" is in the Legal Unit of the Office of the Registrar.</p> <p>(c) no evidence of appointment nor termination in writing of law office previously retained as External Solicitors were made available though, processes for appointing a new External Solicitor commenced.</p> <p>(d) two pending cases as at the time of the Panel's visitation, viz:</p> <p>(i) Abba Hakim v. Federal University Gusau & Anor in Suit No. FHC/KN/CS/67/2019 before the Kano Division of the Federal High Court.</p> <p>(ii) Muhammad Ali & 139 Ors v Federal University Gusau & 3 Ors in Suit No. NICN/SK/07/2019 before the Sokoto Division of the National Industrial Court of Nigeria.</p>		

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		<p>(iii) no details provided of the processes filed in defence of the pending cases or information on their exact status.</p> <p>(iv) the only other pending matter in the case of Muhammad Ali & 110 Ors v. Federal University Gusau & 3 Ors in NICN/KN/22/2019 was struck out on the 20th of June, 2019 following an application by Counsel for the Plaintiffs. Same information is supplied in an Interim Report contained in a letter by Messrs Junaidu & Company to the Vice Chancellor dated 24th June, 2019.</p> <p>(e) on the non-availability of the establishment Act for Federal University, Gusau, process of legislative action has reached the stage of 2nd Reading at the National Assembly.</p> <p>(f) absence of the establishment Act adversely affects several aspects of the operations and management of the University. For instance, the lack of the enabling law affects the status of the local</p>		

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		<p>chapter of the Academic Staff Union of Universities (ASUU) with deleterious effect on academic staff and the entire University with respect to law suits, appointments, promotions and certification.</p> <p>(g) apparent irregularities in the execution of procurement functions with the fusion of both procurement and execution of jobs in the office of the Director PPWM of the University.</p> <p>(h) on compliance with regularity of meetings of the Governing Council and other statutory bodies of the University, the 2nd Governing Council complied largely with the provisions of the Universities (Miscellaneous Provisions) Act (as amended). With six meetings since her inauguration on July 13, 2020, the 3rd Governing Council is already keeping pace with the holding of regular meetings as her predecessor in accordance with the extant law governing the institution. Senate and Congregation also held regular meetings.</p>		

