

DIGEST OF DECISIONS TAKEN AT THE 62ND STATUTORY MEETING OF THE GOVERNING COUNCIL HELD ON FRIDAY, 19TH FEBRUARY, 2010

(1) Reviewed Career Structure for Non-Teaching Staff

Council **noted** that the Career Structure review was carried out in 2007/2008 along with the review of the Staff Rules and Regulations for Senior and Junior Staff.

Council **noted** that it was due for Council approval and printing, as was done for the latter.

Council **received** information that all staff unions were involved in the review exercise.

Council **noted** that some of the cadres that were to be phased out in the public service reforms exercise were still retained in the new career structure.

Council **advised** Management to scrutinize the document and adjust all reformed cadres along with other necessary corrections.

Council **approved** the Reviewed Career Structure subject to necessary corrections which were to be approved executively by the Council Chairman.

(2) Update on PAYE and Back Tax Liability of Staff

Council **noted** that Management facilitated an interactive session between staff of the University and a team of the Ogun State Internal Revenue Service (IRS), led by its Chairman.

Council **noted** that Management, thereafter, constituted a Committee of all staff unions, chaired by the Bursar, to harmonise the staff position on the matter, which was to be forwarded to the IRS, when concluded.

Council **directed** Management to provide each staff with information on the presumed tax liability pending the resolution of the matter.

(3) Exemption of Dr. Lasisi from Redeployment to CENHURD

Council **received** an appeal from Dr. A. A. Lasisi, one of the academic staff who had not obtained Ph.D within 6 years and were to be transferred to CENHURD as tutors.

Council **noted** that he had obtained his Ph.D since July 31, 2009 and requested that he be excluded from the transfer.

Council **exempted** Dr. Lasisi from the redeployment to CENHURD as tutor.

Council **directed** that any such staff who obtained his/her Ph.D after the end of the current academic session would have to be considered individually, at the instance of Management and Council.

(4) Declining Fortunes of UNAAB-Leventis Agro Allied Industries Ltd.

Council **noted** the letter from the Chairman, UNAAB-Leventis Agro Allied Industries Limited Board in response to Council's letter to the Board.

Council **noted** that the Board was concerned over the dwindling fortunes of the company and that it had taken the decision to appoint a firm of financial management experts to carry out investigation into the operations of the company.

Council **received** information that the Board had appointed a new Managing Director for the company.

Council **noted** that Management promised to replace the two representatives of the University on the Board of the company very soon.

(5) Acceptance of Honorary Doctorate Degree by the President of Liberia, Mrs. Ellen Johnson-Sirleaf

Council **noted** the acceptance letter of Her Excellence, Mrs. Ellen Johnson-Sirleaf, President of the Republic of Liberia, of the Honorary Doctor of Science degree of the University.

Council **commended** Management, particularly the Vice-Chancellor and Ceremonials Committee for a very successful Convocation Ceremony.

(6) Conferment of the Kwame Nkrumah Leadership Award on Professor O. O. Balogun, Vice-Chancellor, UNAAB

Council **noted** that Professor O. O. Balogun, Vice-Chancellor, was to be conferred with the prestigious continental honour of the Kwame Nkrumah Leadership Award.

Council **deemed** the award as a rare feat by the Vice-Chancellor.

Council **noted** that the award was billed for Accra, Ghana in March, 2010.

Council **advised** Management to arrange for a delegation from the University to accompany the Vice-Chancellor to receive the award.

(7) Amendment to Senior and Junior Staff Rules and Regulations

(i) Tenure Appointment and Retirement

Council **noted** that Sections 9.1 and 10.1 of both Senior and Junior Staff Rules and Regulations respectively stipulate that "The date of retirement for members of staff holding tenure appointment, to the age of retirement is the 30th September of the year following the year in which they attain the age of 65 years for academic staff and 60 years for non-teaching staff".

Council **noted** that the insertion of "30th September" is on the assumption that academic year in Nigerian Universities ends on 30th September, which was no more advisable, in view of the unpredictable academic calendar of Nigerian Universities because of strike actions by staff unions or disturbances by students.

Council **further noted** that the date of retirement for non-teaching staff should be the anniversary of their 60th year birthday.

Council **approved** the amendment of the Senior and Junior Staff Rules and Regulations as follows:

Section 9.1 of Senior Staff:

The date of retirement for members of staff holding tenure appointment, to the age of retirement is the end of the academic year following the attainment of the age of 65 years for Academic staff and the anniversary of their 60 years birthday for Non-teaching staff.

Section 10.1 of Junior Staff

The date of retirement for members of staff holding tenure appointment, to the age of retirement is the anniversary of their 60 years birthday.

(ii) Sabbatical Leave

Council **noted** that Section 4.10.2 of the Senior Staff Rules and Regulations stipulates that "only staff who are on CONTISS 13/CONUASS 5 and above qualify to apply for sabbatical leave".

However, in view of section 4.10.9 not being very explicit, there is need to amend it by inserting the clause "for at least one academic session" before "on completion of leave, except staff who are embarking on terminal sabbatical leave.

Council **noted** that this is contrary to Section 4.10 which stipulates CONTISS 11/CONUASS 3.

Council **noted** the typographical error as the real intention is CONTISS 13/CONUASS 5.

Council **further noted** that Section 4.10.9 stipulates that staff on sabbatical leave shall return to the University on completion of leave, except staff who are embarking on terminal sabbatical leave

Council **noted** that the Section is not explicit enough as any staff on sabbatical leave except staff on prior notice of embarking on terminal sabbatical leave, usually Principal Officers, is expected to return to the University for at least one year on completion of the leave, failing which he shall be required to refund the salary collected during the sabbatical period.

Council **approved** the amendment of the Senior Staff Rules and Regulations as follows:

Section 4.10

Every confirmed senior members of staff (academic and non-teaching) on CONTISS 13/CONUASS 5 and above will be entitled to one year sabbatical leave with full pay. The leave will be either to gain practical experience in a particular field of specialization that will enhance the effectiveness and efficiency of such staff or to carry out research and interact with professional colleagues as well as undertake some teaching assignments.

Section 4.10.9

Staff on sabbatical leave shall return to the University, **for at least one academic session**, on completion of leave, except staff who are embarking on terminal sabbatical leave.

(8) Temporary Contract Appointments to Staff due for Retirement before Amendments to the Pension Act and other Relevant Legislations

Council **noted** that the Agreements between the Federal Government of Nigeria and the four (4) staff unions in Nigerian Universities was to the effect that Non-teaching staff be allowed to continue in service until age 65 years while Academic staff continue until age 70 years for those in the Professorial cadre. The agreements further made the effective date for these new retirement ages to notionally be 1st January, 2010.

Council **noted** that the agreements were subject to necessary amendments to the Pension Act and other relevant legislations.

Council **noted** that the University would lose cherished staff to early mandatory retirement if the necessary amendments to relevant legislations were not made in time.

Council **approved** Temporary Contract Appointments for interested staff who were due for retirement under the existing retirement age law pending the anticipatory changes to the new retirement ages law, when such staff could be reverted to tenure appointment.

(9) Recommendations from the Finance and General Purposes Committee (F & GPC)

(i) Construction of Box Culverts along the UNAAB-CENHURD Village Road

Council **received** a proposal for the construction of 4 Nos. Double box culverts and 8 Nos. single box culverts.

Council **noted** that the construction was necessary in order to make the internal road from the Main Campus to the CENHURD Village motorable.

Council **noted** that the estimates for the culverts were made with current market prices and were realistic if awarded as contracts.

Council **noted** that the source of funding the project is Federal Government Grant or both FGN grant and Extra Government Earnings (EGE).

Council **approved** the construction of 12 nos. box culverts along the main Campus-CENHURD Village road by following due process.

(ii) Construction of Earth Roads, Clearing and Grading of Parcels of Land in the University

Council **received** information that the following projects were needed to be carried out under the construction of earth roads, clearing and grading of parcels of land in the University:

- (a) Re-construction of/widening of earth road from 6m to 10m wide, from COLANIM Farm to CENHURD Village, a distance of 12km;
- (b) Grading and expansion of Plantation Village road to Budo-Aiyetoro;
- (c) Clearing of the proposed site for the Institute of Food Security, Environmental Resources and Agricultural Resources (IFSERAR);
- (d) Grading and expansion of the existing road from Alagbara Intersection to Plantation Village/River Ogun;
- (e) Grading and levelling of the newly completed buildings areas at the CENHURD Village and regrading of the Internal Earth Roads;
- (f) Clearing of land for the proposed Principal Officers' Quarters, and
- (g) Grading and expansion of roads around the proposed Principal Officers' Quarters up to the Ceremonial Road.

Council **noted** that the estimated duration of the work was 30 days.

Council **noted** that a reputable registered contractor with the University was invited to quote for projects "a", "b" and "e" and that the company submitted a considerably high figure.

Council also **noted** that Management thereafter approached Odeda Local Government (OLG) within which the University is located, for assistance and the OLG agreed to execute all the projects in "a" to "g" at a price considerably less than the contractor's quotation as a way of contributing to the development of the University.

Council **further noted** that the project cost was within the threshold of the Vice-Chancellor's approval limit and that payment had been made.

Council **ratified** the project to be executed by Odeda Local Government and also ratified the payment made by the University.

(iii) Procurement of Office Furniture and Equipment for the University

Council **noted** that many of the staff furniture in the University were bought in 1984 when the University was merged with the University of Lagos and 1995 when it moved to the Permanent Site.

Council **noted** that most of the furniture were now dilapidated and needed replacement.

Council **also noted** that some new staff do not even have office furniture and were sharing with others.

Council **further noted** that budgetary provision had been made in the 2010 budget of the University for the procurement.

Council **approved** the procurement of office furniture and equipment for the University. The source of funding was given as EGE.

(iv) Transformation of the Research and Development Centre (RESDEC) to Institute of Food Security, Environmental Resources and Agricultural Research (IFSERAR)

Council **noted** that Senate, at its 178th Statutory Meeting on 3rd December, 2009, considered the proposal for the transformation of RESDEC to a research institute, based on the following:

- (i) UNAAB was established with a three-fold mandate of teaching, research and extension services. To enhance the achievement of the laudable mandate, the Research and Development Centre was established in April, 1990;
- (ii) an appraisal of the performance of the 2000-2010 University Strategic Plan in relation to research has shown that the University has not achieved much. This was attributed to the lack of the appropriate structure and resources to adequately address the research mandate of the University;
- (iii) experience has shown that research institutes are better able to marshal human, materials and financial resources to take research goals in a timely manner;
- (iv) research institutes are able to establish strong linkages with related national and international research institutes;
- (v) much is expected of UNAAB as a Land Grant University in terms of research breakthroughs, particularly in agriculture and food production. Having a research institute in the University would help deliver on new crop varieties, improved livestock breeds, as well as the development of improved production and processing technologies;
- (vi) there are well established agricultural research institutes in Obafemi Awolowo University, Ahmadu Bello University, among others.

Council **noted** that Senate approved the transformation of RESDEC to IFSERAR, considering the age and growth of the University and that the Institute would further improve the research output of the University.

Council **applauded** Senate for the initiative and **noted** that the establishment of an Institute was within the statutory powers of Senate.

Council **also noted** that budgetary provision had been made in the 2010 Budget for the Institute and that it would be funded by the University.

Council **further noted** that the powers of directors and conditions of service of its staff would be as entrenched in the University Act, Rules and Regulations.

Council **approved** the transformation of the Research and Development Center (RESDEC) of the University to an Institute of Food Security, Environmental Resources and Agricultural Research (IFSERAR).

(v) Conversion of University Loan to UNAAB International School to Development Grant

Council **noted** that the Federal Government of Nigeria, in its recent agreement with the staff unions of universities, accepted that "The University shall, without recourse to Government, bear the full capital cost of University Secondary Schools, while parents bear the full recurrent cost".

Council **noted** that prior to the above agreement, sum amount had been released as loan to the UNAAB International School (UNIS) between August, 2007 and May, 2009, for the following projects:

1. Construction of 2 No. Blocks of Hostels – Boys
2. Construction of 2 No. Blocks of Hostels – Girls
3. Construction of 2 No. Laundry/Common Room
4. Construction of 2 No. 2 Bedroom Flat
5. Construction of Classrooms – Extension of Phase II UNIS
6. Supply and Installation of Lab. Furniture and Fittings

Council **noted** that the University could now bear the full capital cost of UNAAB International School from both the Federal Government Capital Grant and its Extra Government Earnings, based on the new Government policy.

Council **approved** the conversion of the loan earlier given by the University to UNIS to a development grant based on the recent agreement of the Federal Government with staff unions of universities that the University shall bear full capital cost of University Secondary School while parents bear the full recurrent cost.

(vi) Proposal on Students Hostel Development Programme for Tertiary Institutions in Nigeria by Elmada Consulting Incorporated, Canada

Council **received** information that the Honourable Minister of Education invited 12 Vice-Chancellors on a proposal by Elmada Consulting Incorporated of Canada, an organization which provides on-site construction and management of hostels in tertiary institutions, which was proposing to partner 10 Universities, nominated by the Federal Ministry of Education, to provide world-class hostels.

Council **noted** the programme would be implemented under Build, Operate and Transfer (BOT) and each University would provide its counterpart fund of not more than 40% of the total cost while Elmada Consulting would contribute 60% and be given 25 years period to manage the hostel and transfer to the University after the period.

Council **noted** many advantages of the proposal in favour of students and student management but **observed** the following:

- (i) that the University statute recognized 21 years period on BOT and not 25 years;
- (ii) that under the BOT policy, universities don't make financial contributions;
- (iii) that the proposal did not provide necessary details, including the drawings and rent payable.

Council **supported** the proposal based on solutions to the above observations and subject to the Federal Government providing the counterpart funding.

Council **approved** the release of the much-needed land for the project whenever approved by the government if the counterpart fund would be provided by the government, subject to solutions on the observed issues.

(vii) Leasing of the Abuja Property as a Liaison Office/Guest House

Council **received** information that the Management, in line with Council approval, negotiated for the leasing of the Abuja property as Liaison Office/Guest House.

Council **noted** that Management was not willing to pay any amount beyond the agreed amount and that it was still interested in the property subject to acceptance of its conditions.

Council **further noted** that the Agent had written Management accepting to lease the property to the University at a mutually acceptable rate inclusive of all costs, charges and fees without any recourse.

Council **approved** the leasing of the Abuja property for a Liaison Office/Guest House at the agreed rate inclusive of all costs, charges and fees without any recourse.

(viii) Report on the Assessments of Contractors Handling 2009 Projects for the University

Council **received** information that 15 contracts were awarded in 2009 out of which 5 were financed by the Federal Government, one by the Education Trust Fund (ETF) and 9 through Extra Government Earnings (EGE) of the University.

Council **noted** that the University set up 3 different bodies to assess the quality of the projects and performance of the contractors on the various projects, as follows:

- (1) Independent Consultant appointed to submit confidential assessment on the projects

- (2) Another Independent Confidential assessment of the projects
- (3) Committee on the Assessment of Contractors handling on-going projects in the University set-up by the Vice-Chancellor.

Council **noted** the summary of the assessment in which 10 contractors were considered qualified after using measurable criteria for assessment.

Council **further noted** the 10 contractors as follows:

1. First Gloria Nigeria Limited
2. Jasma Nigeria Limited
3. Nidave Industrial Ventures Limited
4. Benfem Nigeria Limited
5. Dol-Dasoll Concepts Ltd
6. Shegs Contracts Limited
7. Cordlinks Associates Limited
8. Barotech Nigeria Limited
9. Balixan International Limited
10. Vuylsteke Metallic Construction (Nig.) Ltd.

Council **noted** that there was a marginal performance increase in the number of qualified contractors compared to that of 2008 because of the awareness of the University policy on annual assessment of contractors.

Council **noted** the information as a control mechanism on construction work in the University.

Council **approved** the assessment report and the 10 qualified contractors for consideration for 2010 projects.

(10) Recommendations from the Staff Disciplinary Committee

Council considered the recommendations of the Staff Disciplinary Committee on some staff and approved as follows:

- (i) Mr. B. I. Olanipekun - Dismissal from the service of the University
- (ii) Mr. S. O. Oniyinde - Termination of appointment
- (iii) Dr. T. M. A. Olayanju - Case against him dropped for want of evidence. To be recalled from suspension
- (iv) Mr. F. A. Sobiye: Denied promotion at the next opportunity
- (v) Mr. O. Oloyede: Denied promotion at the next opportunity
- (vi) Miss. O. Olubiyi: Reinstated unconditionally; and
- (vii) Mr. K. Oludotun: To be issued a letter of warning
- (viii) Mr. A. O. Akande: Services no more required, due to ongoing re-organisation

(11) Constitution of a Committee to Assess and Screen Staff Members and Determine their Proper Placements in the University

Council **noted** that a lot of staff, especially non-teaching staff, but including some academic staff, were inappropriately appointed or placed in the University at the time of appointment.

Council **noted** that revelations on these were becoming embarrassing to the University.

Council **recognized** the need to verify qualifications and placements of all staff at the time of their appointments.

Council **approved** the appointment of a committee to screen staff members and determine their appropriate placements in the University.

(12) Approval of Logo for the Institute of Food Security, Environmental Resources and Agricultural Research (IFSERAR)

Council **noted** the request for a special logo for IFSERAR.

Council **noted** that the logo, if approved, will be used alongside the University logo.

Council **approved** the logo for IFSERAR.

(13) Appointment of an Acting Bursar

Council **noted** that the Bursar, Mr. E. O. Ajayi retired from the University with effect from 14th February, 2010 on the attainment of the mandatory retirement age of 60 years for non-teaching staff.

Council **noted** that there should not be a vacuum and **agreed** on the need for the appointment of an Acting Bursar until the appointment of a substantive Bursar.

Council **received** the recommendation of the Vice-Chancellor of Mr. M. O. Ilesanmi, a Deputy Bursar and the most senior staff in the Bursary, as the Acting Bursar until a new Bursar emerges.

Council **noted** that Mr. Ilesanmi is very intelligent, hardworking and resourceful and had traversed the Bursary, working at different times as Deputy Bursar in the Final Accounts, Expenditure Control and Treasury Departments.

Council **approved** the appointment of Mr. M. O. Ilesanmi as the Acting Bursar of the University with effect from 15th February, 2010 until the appointment of a substantive Bursar.

(14) Compassionate Appeal for Reinstatement of the Studentship of Mr. Bamidele Lebile (01/0752), 500 Level

Council **noted** that Mr. Bamidele Lebile, a 500 Level student in the Department of Plant Breeding and Seed Technology was dismissed from the University by Senate with effect from the 2nd Semester, 2007/2008 academic session.

Council **noted** that he was dismissed for gross misconduct by defrauding the Ondo State Government through its 2006/2007 Bursary award.

Council **noted** that other students found culpable in the fraud have completed their punishments and were now back to the University except Mr. Lebile who was the only student expelled out of the 175 students that were interrogated.

Council **received** information on a community plea, at the last New Year Thanksgiving Service for the University, for leniency for Mr. Lebile, in order to save his future from destruction and the fact that he felt rotten about leaving the University without completing his studies.

Council **considered** the plea and approved the reinstatement of Mr. Lebile to 500 Level in the next academic session.