Appendices

Plate 1 (Appendix 1):
Standstill at OAU as NASU: (Non-academic staff of Nigerian universities) blocks school main roads
Activities at OAU were grounded as members of the school’s chapter of NASU blocked the main entrance of the University, stopping ingoing and outgoing vehicles. Students and other people were stranded as this was happening during the semester examinations. This unrest was caused by non-payment of the workers’ arrears by the university management.
Source: Guardian July 1, 2012.

Plate 2 (Appendix 2):
University of Ibadan Senate Suspends Academic Calendar after Students Protest
Following days of protests by students of UI, which paralyzed academic and economic activities in the school, the school management shut down the school to forestall the breakdown of law and order and destruction of lives and properties. The students were protesting over epileptic power and water supply on campus. The school authority was angry with the students and submitted that the students should have lodged their complaints to federal government and Power Holding Company of Nigeria whose responsibility it is to provide these facilities.
Source: Guardian April 29, 2012.

Water Scarcity Hits Obafemi Awolowo University
In addition, OAU witnessed serious crises in water and power supply which created much hardship for students. According to the coordinator of works and maintenance division, the university community had to endure periods of water scarcity due to the breakdown of electrical transformer in the university water works. In the University, students are fetching water from tanks.
The issues/problems in the figures APPENDIX 1 and 2, are among the very important issues that create tensions and crises in Nigerian universities. For instance, in figures 2, when the students suffer and in some cases miss their lecture because of this lack of facilities, they usually begin to group themselves together and talk about the problem and from there, crises would result.

The Universities Statutes and Governance Structures
A review of the statutes and governance structures of Obafemi Awolowo University and University of Ibadan; sources from Obafemi Awolowo University, Ile-Ife, 2008 – 2012 Calendar

At the highest echelon of the university leadership are the principal officers of the university. The chancellor is the overall head of the university leadership. He presides over ceremonies such as convocation ceremonies and very important occasions in the life of the university. He is the ceremonial head of the university (page 48).

The next in line of authority in the University is the Pro Chancellor. He is the Chairman of the University Council and chairs the major decisions by the university such as appointment of a new Vice Chancellor, termination of appointment of confirmed staff who has gone against the rules of the university, decisions on plans and progress of the university (OAU Calendar 2008-2012 page 48.).

The Vice Chancellor is the operational head of the university. He sees to the day to day running of the university. He chairs the senate and some other statutory committees that see to the daily operations of the university. He takes disciplinary actions against erring staff and students after considering the recommendation of the disciplinary committee (page 49).

The Deputy Vice Chancellor Academic assists the Vice Chancellor in academic matters of the university. He sees to the smooth running of academic programmes in the university and may be involved in other activities as deemed fit by the Vice Chancellor. He represents the Vice Chancellor in academic events if the Vice Chancellor is unavailable and the Vice Chancellor can also send him to represent him in other non-academic events (page 50).

The Deputy Vice Chancellor (Administration) assists the Vice Chancellor in ensuring that the administrative arm of the university is running smoothly. He supervises the allocation of houses to staff and students and ensures that all the administrative duties of the university are being carried out correctly.

The Registrar heads all the secretarial activities; correct and total recording of the university activities. He ensures that student and staff records are well kept. He communicates in writing all decisions of the management of the university to staff and students (page 51).
The university librarian oversees university books, the arrangements of the books, modalities for making them available to staff and students, aligns with local and foreign agencies and universities to bring needed books to the university (page 51).

The Bursar takes charge of all financial transactions of the university both the financial transactions within the university and other transactions the university has with the outside world (page 52).

**The Council of the University**

The university council consists of the Pro-Chancellor, the Vice Chancellor, the Deputy Vice Chancellors (academic and administration), four federal government nominees, one representative of the Federal Ministry of Education, four representatives of the University Senate, two representatives of congregation and the University Registrar who is usually the secretary of the council. The council is the highest governing body of the University and all important decisions of the university are taken at this level.

From the constitution of the council, all the stakeholders that make up the university system are fully represented in this governing body. This means that the interest of every group is protected in the operations of the university and the university can be said to be democratic (page 52).

**The Senate**

The University Senate is another very important governing body of the university. The Senate oversees the graduation of students, establishment and approval of results, academic programmes, administrative issues, university strategic/development plans, university awards, and other operational issues that concern staff and students. The Vice Chancellor is the Chairman of the Senate. The members of the Senate are the Vice Chancellor, the deputy Vice Chancellors; academic and administration, the provosts of the College of Health Sciences and the Post Graduate College, the Deans of Faculties, all the Professors in the University and the Registrar is the secretary of Senate, twenty-seven faculty representatives and twelve congregation representatives. Also in attendance are the Directors of units and all the faculty secretaries in the university.

The constitution of the Senate shows that every department and all groups in the university are represented and it means that all the decisions taken at the Senate would be democratic and fair. This says a lot about governance in the university (page 54).

The university is also governed through the committee system. There are several committees that oversee the different aspects of the activities of the university.
The first committees to be considered are the committees of council which are general purposes and finance committees and the tenders board. The members of these committees are the pro chancellor, Vice Chancellor, deputy vice chancellors, six members of the council, senate and congregation representatives and the executive secretary, National University Commission (page 61).

The functions of these committees are: to consider and make recommendations to the council on draft annual estimates of income and expenditure for each financial year; to approve rules and procedures for the control of expenditure and administration of other financial matters; to authorize the supplementary estimates of income and expenditure; to direct the form in which the annual estimates of income and expenditure shall be prepared; to consider and make recommendations to the council on the terms and conditions of service of the academic staff, the administrative staff, and other staff of the university provided that the terms and conditions of service of academic staff shall not be so considered except after a recommendation made by senate in that behalf.

The appointment and promotions committee is another important committee. The members are the Vice Chancellor (chairman), the two deputy vice chancellors, the registrar, deans of all faculties, and representatives of the university council, five members of senate appointed by senate and representative of non-faculty based academic units. It deals with the appointment and promotion of academic staff on behalf of the university council to appoint or promote members of the university staff designated by the council as senior academic staff provided that the vice chancellor may appoint a person to a post in this category for a period of not more than twelve months where he is satisfied that special circumstances so require, and all such appointment as soon as possible shall be reported to the committee. The committee also considers and decides the confirmation or extension of appointments of senior members of academic staff on the expiry of initial period of appointment. They perform such functions as may from time to time be referred to by the vice chancellor (page 60).

The administrative staff committee sees to the appointment and promotion of administrative and technical staff of the university (on behalf of the council). Other than those officers whose mode of appointment is specified in the statutes; provided that the vice chancellor in accordance with paragraph 9 of statute 18 may appoint a member of the administrative and technical staff of the university for a period of not more than twelve months where he is satisfied that special circumstances so required. All such appointments as soon as possible shall be reported to the committee for ratification. They also deal with all matters relating to entry point on salary scale, confirmation of appointment, leave, staff training and related matters. They also advise the Vice Chancellor from time to time on matters concerning the administrative and technical staff of the university. The members of this committee are the vice chancellor (Chairman), the deputy vice chancellors (academic and administration), the Registrar,
university librarian, the Bursar, three members of the council, the Director, division of work and maintenance services, Director, medical and health services and Director of personnel affairs (OAU University Calendar 2008-2012).

There is also disciplinary board for student matters. This committee investigates allegations and recommends to appropriate disciplinary measures to be meted out on erring students to the Vice Chancellor. The members are the Dean, faculty of technology, one senate representative, and the Director of planning, budgeting and monitoring unit.

Concerning the appointment of university staff, according to statute 19 of the university calendar (2008-2012), a member of academic or administrative staff shall hold office on such terms and conditions of service as may be set out in any contract. This should be in writing between him and the university, such contract being signed on behalf of the university by the registrar or by such other person as may be authorized for that purpose by the university. Any such contract shall contain a provision that the terms and conditions of service herein specified are subject to the provisions of the law, the statute, ordinances and regulations of the university (OAU University Calendar 2008-2012).

All these are from University calendar and I indicated it in the beginning of the section

The appointment of the Vice Chancellor (statute 20) shall be by joint committee of the council and the senate and the members are the pro chancellor (chairman), two members of council not being members of senate and two members of senate who are professor but who are not members of the search team. Also, the joint teams of council and senate board of selection appoint other principal officers; registrars, bursars, and librarians. The members of this board are the pro-chancellor (chairman), vice chancellor, two members of council not being members of senate and two members of senate.

In the same vein, the chancellor may be removed from office (statue 20) for good cause by the visitor (President of the Federal Republic of Nigeria) after consultation with the council. The Pro-Chancellor may be removed from office for good cause by the visitor after consultation with the council. The Vice Chancellor may be removed from office for good cause by the visitor after consultation with the council.

Furthermore, any member of the academic staff or administrative staff of the university may be removed from office for good cause (if the act is capable of hindering the University’s ability to achieve academic excellence) by the council provided that the following is observed; a member of an academic staff who holds an appointment until retiring age shall not be determined by the council unless there has been an investigation relating to his case by a joint committee (page 62).
In the same vein, the appointment of an administrative staff who holds an appointment until retiring age shall not be determined by the council unless the person has been notified in writing of the grounds of which consideration is being given to the determination of his appointment. There will be an investigation relating to his case by a three man investigating committee (page 62).

In looking at the university statutes and ordinances that have been described above, it becomes obvious that many of the issues that causes crises in Nigerian universities stem from an inability on the part of university management to do things according to the university statutes. This is in the sense that many of these crises are caused by the fact that the university management failed to follow the statutes. For instance, when firing the forty-nine lecturers in UI 2002, UI management did not consult any statutes and fired the lecturers arbitrarily. This created unprecedented crises in IU and in other universities in Nigeria. Also, there had been situations in which universities fired staff who did not commit any offence other than being vocal and speaking the truth or for participating in union activities without a fair hearing.

In all these governing bodies, women are virtually absent or lowly represented. This is due to the fact that women are lowly represented in academics and the higher the position the fewer the women. Importantly, it is from these bodies and committees that vice chancellor, deputy Vice chancellors, principal officers and heads of establishments emerge. As women are not fully represented in these governing bodies, where would they come from to become the leaders of the university? For instance, in OAU, among the top officers, the chancellor, the pro chancellor, vice chancellor, the Deputy Vice Chancellors (academic and administration) and the Registrar are all men. It is only the librarian and the acting Bursar that are women. The same thing applies to Senate; the provosts of the college of health sciences and the post graduate college are men.

The issue here is that there is a great problem of having few women at the top and therefore not having a critical mass of women population from whom to choose these leaders from. This means that the critical/structural problem of having fewer women in secondary education translates to tertiary education and to leadership in these tertiary institutions.

In this chapter, issues concerning women and leadership that were found in the literature have been discussed globally, in Africa and in Nigeria. This chapter also discussed whether women can make a difference in university leadership and the qualities that can make a difference were reviewed. This has laid a good foundation for presentation of the results of the study which follows in the next chapter.
Standstill At OAU, As NASU Blocks School Main Roads

- Cars, Okada Riders Ply Track Field

Last Wednesday, activities at the Obafemi Awolowo University, Ile-Ife, were grounded as members of the school's chapter of the Non-Academic Staff Union (NASU) blocked main entrance to the campus — Road One. Stopping incoming and outgoing traffic. This development is not unrelated with the ongoing internal strike of the union that has crippled salient 'work-engines' of the university such as the Senate building and library complex.

**let us know**

Every week, LIFE CAMPUS reports on events in students' communities across the country. You can contribute by sending stories, gossips, reports on events and your pictures for Campus Faces to us at:

*templer2k2@yahoo.com or guardianlife2005@yahoo.com*

However, several students frowned at this development. One of them, a law student who pleaded anonymity, said "this is very uncalled for. It's examination period and blocking the road won't affect the management that they are fighting with. The management stay at staff quarters. It's the students that stay in town who make up 50 per cent of campus population that are now affected. Then what's the use of the action?"

Staff, students, workers and visitors were forced to walk down the long 'marathon' road one, while cars and motorcycle operators popularly called okada riders turned the track field and cricket pitch of the sports complex to 'road one'"
Plate 2 (Appendix 2)

THE GUARDIAN, Sunday, April 29, 2012

CAMPUS

Students of the University of Ilorin protesting over power outage in the university gate last week.

UI Senate Suspends Academic Calendar After Students Protest

By Abraham Osadunste

FOLLOWING three days of protest by students of the University of Ibadan, which paralysed academic and economic activities in the school, authorities have shut down the school for two weeks.

Indications of this emerged late last Tuesday when management summoned an emergency Senate meeting to deliberate on the students’ unrest, which was already in its third day by then when the meeting ended, the news asking every student to vacate campus broke and spread like wildfire.

Before long, a university bulletin announcing the Senate decision was circulated. According to a source at the meeting, vice-chancellor’s authorities were unanimous in their resolution to close the institution for what they termed ‘misplaced aggression’ by students.

The students had protested against epileptic power situation on the campus, a recurring dilemma that had affected other utilities, especially water supply.

The source added that Senate members believed students should have lodged their complaints to the federal government and Power Holding Company of Nigeria (PHCN) and not against management, which had in the last one year spent over N500 million on power generation.

In a related development, commuters, drivers and artisans within and around the university premises are still counting their losses caused by the protest and eventual closure. A trader at Aghowri Shopping Complex opposite the university, Mr. Tubi Kolawole, said they are bearing the brunt of living around tertiary institutions.

"It is a pain in the neck staying in this area. Though to be fair, UI students don’t go on rampage destroying properties whenever they protest, the unbearable effects of shutting down vehicular movement and commercial activities are enormous."

A Pharmacy student, however, dispelled the rumour that they are asking for 24 hours of power supply. "We are not even asking for 24 hours since we know epileptic power is a national problem. We just want to know what the school can offer us so we can plan our lives. At the moment, we can’t cook, take our bath, and do assignments on campus," he said.

By Friday last week, students had been chased out of the halls of residence by the security unit of the institution.