

**GOVERNING COUNCIL'S DECISION ON THE REPORT OF THE AD-HOC COMMITTEE OF COUNCIL ON STAFF MEMBERS UNDERGOING FULL-TIME OR PART-TIME STUDY WITHOUT THE APPROVAL OF THE UNIVERSITY.**

The Governing Council, at its 91<sup>st</sup> Statutory Meeting, held on Thursday, 22<sup>nd</sup> April, 2010, **RECEIVED AND CONSIDERED** the Report of **the Ad-hoc Committee of Council on staff members undergoing Full-Time AND Part-Time studies, without the approval of the Governing Council.**

Council **NOTED** from the report, the **observations of the Ad-Hoc Committee** as follows, that:

- i] Some staff members were undergoing programmes, **without the consent of the University.**
- ii] Some academic staff members, [Graduate Assistants AND Assistant Lecturers], on staff training positions were also involved.
- iii] Graduate Assistants AND Assistant Lecturers, were mandated to obtain higher degrees within specified period, [that is, a year for Masters AND 3 years for Ph.D.], following their respective appointments.
- iv] A number of non-teaching staff members, were undertaking **full-time/regular** undergraduate/postgraduate programmes.
- v] Some senior officers of the University were attacked unabatedly in relation to staff undergoing programmes.
- vi] Most staff members were ignorant of **the meaning of internal and external advertisements.**

Council also **NOTED** from the report, **the findings of the Ad-hoc Committee**, as follows, that:

- i] The lists presented, by various departments from which information was sought, were **NOT** comprehensive as some defaulters were not included on the list;

- ii] In the year 2006, information was released on **two occasions via the University Bulletin, requesting staff members undergoing programmes within and outside** Lagos State University, to **seek the approval of the University Management;**
- iii] Some **defaulters** who were **granted amnesty, were given formal letters of approval;**
- iv] **Recent applications for permission, were still awaiting consideration of the Appointments AND Promotions Committees;**
- v] **Quite a large number of defaulters had not responded** to the call of the University Management in [ii] above.
- vi] Some staff members, even after the bulletin publication, commenced programmes without getting the approval of the University authority;
- vii] Some members of staff who had undergone programmes deliberately did NOT apply for the approval of the University authorities AND also did NOT tender such Certificates, thereby making it impossible to detect, AND compile a comprehensive list of defaulters;
- viii] Most of the security personnel aid AND abet violence in the University;
- ix] An **increasing number of non-teaching staff members, are embarking on full-time programmes, without getting approval OR leave of absence,** as appropriate;
- x] Defaulters **undergoing full-time programmes, without approval for Leave of absence,** were regarded as **having divided loyalty,** according to the Lagos State University Conditions of Service;
- xi] Staff members undergoing Part-time programmes without approval, were regarded as having utter disregard for constituted authority;
- xii] The sanction of a serious reprimand for defaulters stipulated in the Lagos State University Conditions of Service is **NOT** deterrent enough; AND
- xiii] Sanctions stipulated in the Lagos State University Conditions of Service, were NOT exhaustive as fresh conflicts emerge daily AND were left at the discretion of Senior Staff Disciplinary Committee [SSDC], to be ratified by University Governing Council.

**Council** further **NOTED** the **recommendations** of the Committee as follows that:

- i] Staff members who had been granted amnesty, AND have graduated should NOT automatically be upgraded, **BUT by the availability of vacancy;**
- ii] Staff members undergoing **full-time programmes**, either within OR outside the University **without approval OR Leave of absence**, should be regarded as having divided loyalty, the **penalty of which is dismissal**. However, defaulters should be made to appear before the appropriate Staff Disciplinary Committee, to allow for fair hearing;
- iii] Defaulters undergoing **part-time programmes without the consent of the University should be given a two - [2] months suspension without pay**. Thereafter, the affected staff **should seek permission to proceed** with the course;
- iv] Henceforth, admission of staff members of Lagos State University into any of the Lagos State University External System's programmes must be accompanied with letters of approval from the University Management;
- v] The Security Unit of Lagos State University should be repositioned, restructured AND re-empowered to effectively carry-out its obligations;
- vi] Staff members should be educated, on the meaning of the terms **"internal"** AND **"external"** advertisements; AND
- vii] Academic staff members undergoing full-time programmes should be advised to convert to part-time programmes AND subsequently, seek the approval of the University Management.

Council, while deliberating on the above recommendations of the Ad-hoc Committee, **AGREED** that:

- i. Council is **NOT** against the educational development of any staff member.
- ii. Staff members who are on part-time programmes **have fundamental right to engage in any legitimate activities**, after **the official working hours**.

iii. For any staff member on part-time programme to enjoy the **50% rebate of tuition**, he/she **must first obtain the approval of the University**, to undertake the part-time programme **as well as for the rebate**.

The action of any member of staff who is on full-time employment AND on full-time study **in OR outside** Lagos State University **is tantamount to divided loyalty**.

iv. The intention of the **Governing Council is to correct the existing anomalies AND move the University forward**.

**Consequently**, Council **DIRECTED** as follows, that:

- I] **All members of staff on full-time employment AND on full-time programme** within AND outside the Lagos State University **should stop the programme OR obtain approval for Leave of absence OR resign from the employment of Lagos State University, within one [1] month**.
- II] The Registrar should issue individual letters, to the affected members of staff, indicating the illegality associated with their actions, the options given by Council to correct the situation AND the intention of Council to apply sanctions to defaulters.
- III] The Registrar should ALSO indicate, that affected members of staff must take appropriate actions, within one [1] month of release of the personalized letters.
- IV] **Members of staff on part-time programmes**, are **free to engage their free time as desired**, as long as, the official time of the University is **NOT** sacrificed for this purpose.
- V] Staff members on part-time programmes who wish to **enjoy the 50% University rebate must obtain the approval of the University before embarking on the part-time programme**.
- VI] The **Certificate obtained by staff members are NOT instruments for automatic appointment to higher positions**. However, members of staff will be given fair chance to compete with others for available vacancies.

**UNIVERSITY MANAGEMENT**