

## **5.0 STRATEGIC PLAN FOR COLLEGES**

### **5.1 Agriculture**

#### **Introduction**

Deriving from the vision and mission of the university, the college of Agriculture (COA) took off at the inception of academic activities in the University in 2007/2008.

The College of Agriculture buildings were commissioned by his Excellency, Prince (Dr) Olagunsoye Oyinlola, and Executive Governor of Osun State on Wednesday, 8<sup>th</sup> October, 2008. On this date, the first set of students of the College (23 in number) who were in the College of Science, Engineering and Technology for their 100 level courses in 2007/2008 arrived at the College at Ejigbo Campus to continue their studies. Hence, the College currently has 30 undergraduates in 100 level and 24 in 200level to make a total of 54 students. The Provost held the first College Academic Board meeting with newly recruited staff members on same day. From then, the College Swung into action towards the performance of its roles and responsibilities in line with its vision, mission, goal and objectives.

#### **Vision of the College:**

To be a centre of excellence in research, quality teaching and learning experiences, extension and development of support service impacting competitively on agricultural transformation process.

#### **Mission of College:**

To create a unique College offering academic programmes and services consciously targeted at developing theoretical, management, practical and entrepreneurial capabilities of students and other beneficiaries in order to become effective leaders, managers and operators in the agricultural industry.

### **STRATEGIC PLAN 2008/2009 to 2012/2013**

A 5-year strategic plan is hereby put in place as a guide towards attainment of the vision and mission of the college within the plan period.

S/N	Thematic Area	Activity	Strategy	Requirement	Time - Frames					Financial sustainability	Responsibility for Action	Performance Indicator
					2008/2009	2009/2010	2010/2011	2011/2012	2012/2013			
1.	Establishment of College of Agriculture, Ejigbo campus	Commissioning of College buildings on Wednesday 8 <sup>th</sup> October 2008		College buildings, Academic and non-academic staff	Established	-	-	-	-	Proprietor	Council	Resumption of academic activities
2.	Establishment of departmental Structure and degree programmes	Establishment of the following department and programmes;  i. Dept. of Agricultural Economics and Extension  a) B.Agric(Agricultural Economics)  b) B.Agric (Agricultural Economics)	Constitute committee to develop curriculum	Develop curriculum and continuous review of curriculums	On-going	On-going	On-going	On-going	Curriculum review	University funding	i. Vice-Chancellor  ii. Provost, College of Agriculture  iii. Director, Academic Planning	Operational curriculum and Resumption of academic activities

		Extension & Rural Development										
		c) B. Agric (Agric Journalism)										
		d) B. Sc Cooperative and Agribusiness Management										
		ii. Dept. of Agronomy										
		a) B.Agric (Agronomy and Horticultural Sciences)			On- ging	On- ging	On- ging	On- ging	Curri culu m revie w			
		iii. Dept. of Animal Science and Fisheries			On- ging							
		a) B.Agric (Animal Science)				On- ging	On- ging	On- ging	Curri culu m revie			
		b) B. Fisheries and										

		<p>Aquaculture</p> <p>iv. Dept. of Wildlife and Environmental Resource Management</p> <p>a) B.Wildlife and Environmental Resource Management</p> <p>Home Science and Management Programme</p> <p>a) B.Sc Home Science and Management with option:</p> <p>- Nutrition and Dietetics</p> <p>- Catering and Hotel Management</p> <p>- Textile and</p>			On- ging		On- ging	On- ging	On- ging	w  Curri culu m revie w			
					-								
						-	On- ging	On- ging		Curri culu m revie w			

		Fashion Design - Child Development and Family Living										
3.	Diploma programmes	Establishment of Diploma in; i. Agricultural Finance ii. Aquaculture and Fishing Technology iii. Livestock Production and Health iv. Horticulture and Landscaping v. Cooperative and	Constitution of committee to develop curriculum	Develop curriculum	On - going	On - going	On - going	On - going	Review	University funding	Provost	Resumption of academic activities

		Agribusiness Management										
		vi. Agricultural Extension and Rural Development										
		vii. Home Science and Hospitality Management										
		viii. Agricultural Statistics and Economics										
4.	Center for Agricultural Research and Renewable Natural Resource Management (CARRNRM)	- Secure the release of Livestock Investigation Centre at Oloba near Iwo to University/	i. Consult with relevant government agencies for release of Livestock	Office space, furniture, equipment, competent manpower	On-going	On-going	On-going	On-going	Review	University funding and grants	i. Vice-Chancellor ii. Provost	Commencement of activities at CARRNRM

		<p>College for Research, Development and Investment promotion.</p> <ul style="list-style-type: none"> <li>- Annual research review/ pre-season workshop</li> <li>- Annual research and innovation fair</li> <li>- Research grant sourcing</li> <li>- College lecture series</li> <li>- Organising annual lectures</li> </ul>	<p>Investigation Centre</p> <ul style="list-style-type: none"> <li>ii. Promotion of research activities amongst academic staff in the college</li> <li>iii. Writing research proposal to Attract research grants from local and international funding bodies</li> </ul>									
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5.	Centre for Apicultural Research, Training and Honey Production (CARTHOP)	<ul style="list-style-type: none"> <li>- Apiary/Farm Establishment (100 bee Hives capacity)</li> <li>- Pilot honey production project (UNIOSUN Honey – Oyin ni o)</li> <li>- Proposal for CARTHOP to be processed to Senate for approval</li> </ul>	Write proposal for CARTHOP for senate approval	Office space, furniture, equipment, competent manpower	On-going	On-going	On-going	On-going	Review	University funding and grants	<ul style="list-style-type: none"> <li>i. Provost</li> <li>ii. Project Coordinator</li> </ul>	Research output on honey production and honey for sale
6.	Centre for Agricultural Extension, Cooperatives and Outreach Services (CAXCOS)	<ul style="list-style-type: none"> <li>- Establishment of CAXCOS</li> <li>- Pilot scale establishment and operation</li> <li>- Community</li> </ul>	Write proposal for CAXCOS for senate approval	Office space, furniture, equipment, goodwill in the University host community and competent manpower	On-going	On-going	On-going	On-going	Review	University funding and grants	<ul style="list-style-type: none"> <li>i. Provost</li> <li>ii. Project Coordinator</li> </ul>	Agricultural trainees



		service and collaboration  - Establishment of model villages  - Participation in exhibitions, Agric shows and Farmers festivals  - Leadership training  - Train the trainers workshops										
7.	Teaching and Research (Experimental Farm Development)	- Farm and structural plan development  - Plan SIWES	Implement the proposal for the teaching and research	Agricultural land, farm machineries, equipment, labourers, farm officers.	On-going	On-going	On-going	On-going	Review	University funding and profit from agricultural	i. Vice-Chancellor ii. Provosts iii. Farm	Functioning teaching and research farm

		programme	farm							activities	Manager	
		- Establishment of Dams and fish ponds										
		- Establishment of wildlife projects										
		- Establishment of Livestock projects										
		- Establishment of crop farms and plantations										
		- Purchase of tractors and full implements (2 sets)										
		- Establishment of standard										

		weather station  - Construction of Feedmill  - Pilot scale commencement of T& R farm  - Provision of night guards										
8.	Staff Agricultural Scheme (SAS)	- Livestock (Cattle, sheep and Goat) Hostelling project strictly for staff and some reputable members of the public  - Special extension service to staff to help	Implementation of guidelines on SAS drawn by the college	Agricultural land, farm machinery, equipment, farm officers	On-going	On-going	On-going	On-going	Review	Contributors to SAS	i.Provost ii. Project Coordinator iii. Farm Manager	Staff Farm plots

		establish agricultural projects										
9.	Student Individual Farm Projects	<ul style="list-style-type: none"> <li>- For all agricultural students to own and operate small plots</li> <li>- Sell produce to experience profitability of agricultural venture</li> </ul>	Implementation of National Universities Commission Guidelines on student Industrial experience	Agricultural land, farm machinery, equipment, farm officers	On-going	On-going	On-going	On-going	Review	University funding	<ul style="list-style-type: none"> <li>i. Provost</li> <li>ii. Chairman, Student's Practical Year training Programme</li> </ul>	
10.	Association of Deans of Agriculture in Nigerian Universities (ADAN)	<ul style="list-style-type: none"> <li>- To register the College and become financially responsible member</li> <li>- Participating in all ADAN</li> </ul>	Attendance of meeting and active participation in activities organized by ADAN	Payment of membership dues	On-going	On-going	On-going	On-going	Review	University funding	Provost	Membership of ADAN

		Conferences  - To host one ADAN conference										
11.	Professional/Academic Agricultural Associations	- To encourage staff to register and become active members  - To attend conferences and present scholarly papers	To join membership of and attend meeting of professional/academic agricultural associations	Membership dues paid to respective professional/academic agricultural Associations	On-going	On-going	On-going	On-going	Review	University funding and staff personal contributions.	All Academic and Administrative staff	Membership of Professional and Agricultural Associations
12.	Establishment of UNIOSUN Chapters of Student Professional Associations	- Nigerian Association of Agricultural Students (NAAS)  - International Association of Agricultural	To join membership of and attend meeting of student professional associations	Membership dues paid to respective student professional associations	On-going	On-going	On-going	On-going	Review	Student dues	i. Dean, Student Affairs  ii. Student Affairs Officer  iii. Executives of student	Membership of Local and National Student Professional Association

		Students (IAAS)  - USMEFAN Youth Platform (United Small and Medium Scale Farmers Association of Nigeria)  Others									association	
13.	Staffing	- Recruit Lecturers/ Senior Lecturers as a matter of urgency in all disciplines within the college  - Recruit	Placement of advertise ment for staff in the print media	Budget allocation to accommodate new staff	On- goin g	On- goin g	On- goin g	On- goin g	Revi ew	University funding	i. Council  ii. University Manageme nt	Good staff mix to meet NUC requireme nt

		<p>Agricultural Superintendent s and Animal Health Superintendent s</p> <p>- Posting of Drivers competent for safe driving</p> <p>Recruit Laboratory Technologist and Laboratory Assistants</p> <p>- Recruit four Farm Attendants.</p> <p>- Recruit tractor/</p>											
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		<p>machinery Operators</p> <p>- Recruit skilled farm labourers</p>										
14.	Estate/Environmental Management and Development	<p>- Dualization of approach roads from main road</p> <p>- Landscaping and landscape maintenance</p>	<p>i. Cooperation with state government to execute road dualization project</p> <p>ii. Provide funds for landscaping and landscape maintenance</p>	Government construction team and college staff	On-going	On-going	On-going	On-going	Review	Government and University funding	<p>i. Council</p> <p>ii. Vice-Chancellor</p> <p>iii. Provost</p>	Beautiful campus environment
15.	Municipal Services	- Connection of campus to	i. Goodwill with	Increased budgetary provision for municipal	On-going	On-going	On-going	On-going	Review	University funding, local and State	i. Vice-chancellor	Clean and conducive campus environment



		<p>PHCN grid</p> <ul style="list-style-type: none"> <li>- Installation of sustainable power generating sets with sufficient capacity</li> <li>- Maintenance and fuelling of generators</li> <li>- Regular road maintenance</li> <li>- Construction of more classroom structures</li> <li>- Completion of Health centre, Provost house and</li> </ul>	<p>PHCN</p> <p>ii. Constitute a committee on project monitoring</p>	<p>service</p> <p>Committed and dedicated staff</p>						governments	ii. Provost	ent
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		studio building up to handing over										
16.	Health Services	- Provision of a Medical Doctor  - Provision of a Nurse	To recruit a Medical Doctor and a Nurse	Well equipped Health centre and ambulance	-	-	On- goin g	On- goin g	Revi ew	University funding	Vice- Chancellor	Functioni ng Health centre
17.	Laboratory Development	- Furnishing and equipping a Biology/Chemi stry Laboratory, an Agric Physics Laboratory and Audio Visual Laboratory  - Construction of Laboratory complex	Recruit well trained manpower to develop college laboratorie s	Laboratory rooms, laboratory equipment, furnishing and personnel	On- goin g	On- goin g	On- goin g	On- goin g	Revi ew	University funding	- Vice- chancellor - Bursar - Provost	Well equipped and functionin g laboratory

18.	College Library	<ul style="list-style-type: none"> <li>- Furnishing, equipping and stocking the mini Library</li> <li>- Construction of main college library</li> <li>- Development of Departmental library</li> </ul>	Recruit competent Librarians to develop the library	Books, Periodicals, CD-Roms, Computers, equipment, library building	On-going	On-going	On-going	On-going	Review	University funding and donation of library materials	i. Vice-Chancellor ii. Provost iii. University Librarian iv. College Librarian	Well equipped library
19.	Teaching and Examination	<ul style="list-style-type: none"> <li>- Teaching of courses</li> <li>- To conduct all examinations and release results promptly</li> <li>- To sustain the academic calendar</li> </ul>	To carry out teaching and examination following the University approved guidelines	Committed teaching and support staff	On-going	On-going	On-going	On-going	Review	University funding	Vice-Chancellor	Uninterrupted teaching and examination

20.	Security and Discipline	<ul style="list-style-type: none"> <li>- Protect lives and properties of the College, staff and students</li> <li>- To prevent vice behaviours and actions by staff and students</li> <li>- Outlaw unregistered associations</li> </ul>	Adhere to guidelines on security and student conduct as stated in the student's handbook	Student's handbook	On-going	On-going	On-going	On-going	Review	University funding	<ul style="list-style-type: none"> <li>i. Vice-Chancellor</li> <li>ii. Provost</li> <li>iii. Dean, Student Affairs</li> <li>iv. Head of security unit</li> </ul>	Peaceful and conducive campus
21	Lecture Auditoriums/Classroom Structures	<ul style="list-style-type: none"> <li>- Construction of classrooms with accompanying staff offices</li> <li>- Construction of College main Auditorium (To</li> </ul>	<ul style="list-style-type: none"> <li>i. Submit proposal to request for classrooms</li> <li>ii. Take advantage of private sector/co</li> </ul>	Internal and external funding	On-going	On-going	On-going	On-going	Review	University, Private sector and community	<ul style="list-style-type: none"> <li>i. Council</li> <li>ii. University management</li> <li>iii. Director work and Physical</li> </ul>	Adequate lecture auditorium and classrooms

		be sourced from private sector/community)	community partnership								Planning	
22.	ICT Centre	<ul style="list-style-type: none"> <li>- Upgrading of existing ICT centre and ensure regular functioning</li> <li>- Provision of more units of computers</li> <li>- Construction of College ICT centre</li> <li>- College website development</li> </ul>	Cooperate with University ICT unit to run an efficient ICT centre	Complete computer set, other accessories, soft ware and well trained personnel	On-going	On-going	On-going	On-going	Review	University funding	<ul style="list-style-type: none"> <li>i. Vice-Chancellor</li> <li>ii. Provost</li> <li>iii. Head of ICT unit</li> </ul>	Functioning ICT centre
23.	Development of Sport Centre	- Construction of the Sport	i. Solicit private sector partnership	Land and private sector support	On-going	On-going	On-going	On-going	Review	University and private sector	<ul style="list-style-type: none"> <li>i. Council</li> <li>ii. Vice-</li> </ul>	i .Functioning sport

		Arena - Recruitment of a sport coach - Standard sport facilities - Staff and students (male and female) teams to participate at competitions	p to build sport infrastructure ii. Purchase sport equipment iii. Hire sport coach							funding	Chancellor iii. Provost	centre ii. Student participation in national and International sport competitions
24.	Students Centre	- For recreation , relaxation and games - Construction of a student centre - Outdoor sitting facilities for students	To utilize available college resources to develop student centre	Building, recreation facilities and musical instruments	On-going	On-going	On-going	On-going	Review	University funding	University Management	Functioning Students centre

		<ul style="list-style-type: none"> <li>- Students exchange programme</li> <li>- UNIOSUN COA Melody (Student Band)</li> </ul>										
25.	Staff Development and Welfare	<ul style="list-style-type: none"> <li>- Staff training/conference/workshops</li> <li>- Exchange programme</li> <li>- Staff club with facilities</li> <li>- Sourcing Grants for research</li> <li>- Farm ownership as industrial practice by</li> </ul>	<ul style="list-style-type: none"> <li>i. To make staff development a prerequisite to career advancement</li> <li>ii. Regular contributions to staff welfare scheme</li> </ul>	Internal funds and external grants	On-going	On-going	On-going	On-going	Review	University funding, Staff financial contribution, external grants	<ul style="list-style-type: none"> <li>i. Provost</li> <li>ii. Programme Coordinator</li> </ul>	Well trained staff and good welfare programme

		staff  - Establishment of college welfare committee  - Establishment of College cooperative society										
26.	Relationships	- Parents forum  - Partnerships/ Linkages with Government/ Public/Private sector/NGOs/C SOs in Nigeria  - Partnerships/Li nkages with International governments	To ensure good relationshi p with the University stakeholde rs	Regular meeting wit stakeholders, functioning web site and goodwill	On- goin g	On- goin g	On- goin g	On- goin g	Revi ew	University funding	i. Provost  ii. Schedule Officers	Cordial relationsh ip with stakehold ers



		and organizations  - Establishment of banks, and businesses on campus  - Cordial community relationship/C D participation										
27.	Pursuit of Academic Excellence/Accreditation by NUC	- Recruitment of needed academic staff with proper mix, technological, technical and administrative staff  - Keeping updated	To ensure compliance with Basic Minimum Academic Standards (BAMS) and NUC requirement on staff mix	Standard curriculum and competent academic staff	On-going	On-going	On-going	On-going	Review	University funding	i. Vice-Chancellor ii. Provost iii. Director of Academic planning iv. Heads of Department	Full accreditation of all programmes

	<p>students record</p> <p>- Preparing, using record of the teaching portfolio</p> <p>- Purchase state of the art instructional materials</p> <p>- Establishment of standard academic structures</p> <p>- College Accreditation Committee/Mo ck accreditation team</p> <p>- College website</p>											
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		development										
28.	Cooperation with the University Management	<ul style="list-style-type: none"> <li>- Prompt writing of Annual report</li> <li>- Attending statutory meeting</li> <li>- Acting promptly on Decision extracts and other management directives</li> <li>- Upholding the University standard in all things</li> <li>- Protecting the properties,</li> </ul>	Attendance in and active participation in all meetings	Staff bus to attend meetings at the main campus	On-going	On-going	On-going	On-going	Review	University funding	<ul style="list-style-type: none"> <li>i. Vice-Chancellor</li> <li>ii. Chairman of committees</li> </ul>	Attendance at meetings

		<p>image and integrity of the university</p> <p>- Active participation in the life and development of the university</p> <p>- Entrenching and sustaining internal democracy</p>										
29.	Commercial Projects/Internally Generated Revenue Components	<p>- Proposal for approval and funding</p> <p>- Sale of farm produce from teaching and research farms and centers</p> <p>- Establishment</p>	To take advantage of professionals on ground to develop proposal on viable commercial project and IGR componen	Agricultural land, farm machinery and implements and farm house	On-going	On-going	On-going	On-going	Review	University funding and grants	<p>Vice-Chancellor</p> <p>ii. Bursar</p> <p>iii. Provost</p> <p>iv. Project Coordinators</p> <p>v. Farm Manager</p>	Viable commercial farm

		of large scale college commercial farms  - Commercializa tion of Feedmill  - Sale of seeds, crop seedlings and ornamental forest tree seedlings  - Setting up of Abattoir and Livestock market  - Running of Groceries  - Sale of	ts										
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		UNIOSUN Pure Honey etc  - College consultancy services										
30.	Agri-Tourism and Hospitality	- Home Science Projects:  a) College kitchen  b)Textile shop  c) College  d) crèche  - Kitchen Garden  - Agri-tourism sites within campus	To develop proposal to execute the different projects	Building, furniture, equipment and personnel	On-going	On-going	On-going	On-going	Review	University funding and grants	i. Vice-Chancellor ii. Provost  iii. Head of Home science Unit	Viable business ventures

		- Ornamental fisheries										
31.	Entrepreneurship Development Centre	3 month special skill development training for students toward self employment/in come earning before graduation	To develop proposal on the Entrepreneurship Development Centre	Office space, furniture, work shop, equipment and personnel	Ongoing	Ongoing	Ongoing	Ongoing	Review	University funding and grants	i. Provost ii. Centre, coordinator	Viable Entrepreneurship Development Centre
32.	Projected Student Population	<ul style="list-style-type: none"> <li>- Department of Agricultural Economics and Extension</li> <li>- Department of Agronomy</li> <li>- Department of Animal Science and Fisheries</li> <li>- Department of Wildlife and Environmental</li> </ul>			24	54	114	179	259			

		Resource Management - Home Science and Management Programme - Diploma programme			-	12	25	30	30			
33.	Projected Staff Population (Academic)	Department of Agricultural Economics and Extension  Department of Agronomy		Professor Reader S/Lecturer Lecturer I Lecturer II A/Lecturer  Professor Reader S/Lecturer	1 - 2 1 - 1  - - -	1 - 2 2 - 3  1 1 1	1 - 2 2 - 3  1 1 1	1 - 2 2 1 3  1 1 2	1 1 2 2 3  2 1 2			



			Lecturer I	2	2	2	2	2			
			Lecturer II	-	1	1	1	1			
			A/Lecturer	-	2	2	2	2			
		Department of Animal Science and Fisheries	Professor	-	1	1	1	2			
			Reader	-	-	-	-	-			
			S/Lecturer	-	1	2	2	2			
			Lecturer I	2	2	2	3	4			
			Lecturer II	4	4	4	4	3			
			A/Lecturer	1	2	2	2	2			
		Department of Wildlife and Environmental Resource Management	Professor	-	1	1	1	1			
			Reader	-	-	-	-	2			
			S/Lecturer	-	1	2	2	2			
			Lecturer I	1	1	2	2	2			
			Lecturer II	-	1	2	2	2			
		Home Science and	A/Lecturer	-	1	2	2	2			

		Management Programme		Professor	-	-	1	1	1			
				Reader	-	-	-	-	-			
				S/Lecturer	-	-	1	1	1			
				Lecturer I	-	-	-	1	2			
				Lecturer II	-	-	1	2	2			
		Library		A/Lecturer	-	1	1	1	2			
				-	1	3	3	3	6			
34.	Projected Staff Population  ( Technical and Non - Academic)			Administrative Officers	5	5	10	10	10			
				Laboratory Technologist	1	1	3	3	3			
				Farm Manager	-	-	1	1	1			
				Livestock Superintendent	-	1	2	2	2			
				Crop Superintendent	-	1	1	1	1			

35.	Physical Facilities projection			- Classrooms (block)	1	1	2	2	2			
				- Laboratories	3	3	4	4	4			
				- Provost's Office	1	1	1	1	1			
				- Office Space for Lecturers (block)	1	1	2	2	2			
				- Office Space for Admin. Staff (block)	1	1	2	2	2			
				- Mini Library	1	1	1	1	1			
				- Library Complex	-	-	1	1	1			
				- ICT building	-	-	1	1	1			
				- Food Canteen	1	1	2	3	3			

## **5.2 EDUCATION**

### **Philosophy**

Osun State University (College of Education, Ipetu-Ijesa Campus) conceives of education as the engine room of nation development. The University is established on the philosophy that to be relevant, education must continually be responsive to the changing imperatives of the socio-economic and technological development of the nation.

Essentially, the University shall seek to raise men and women imbued with the requisite skills, knowledge and competencies to be the arrow heads of the socio-economic and technological development of Nigeria in general and Osun State in particular.

### **Mission**

To create a unique institution, committed to the pursuit of academic innovation, skill based training and a tradition of excellence in teaching, research and community service.

### **Vision**

To be centre of excellence, providing high quality teaching and learning experience that will engender the production of entrepreneurial graduates capable of impacting positively on their environment while being globally competitive.

### **Objectives**

In a bid to achieve its mission, Osun State University shall be firmly committed to offering students of widely varied ages, backgrounds, interests and needs, a broad range of educational opportunities and experiences which will enable them function as productive members of society. Its objectives shall be to;

- i. provide a wide range of quality learning opportunities for undergraduate and post graduate students without discrimination of race, creed, sex, religion or political conviction such that will enhance their best intellectual, socio, and personal development.
- ii. provide academic, professional and vocational training of high quality in such a way as to enrich and improve the state, national and international human resource capabilities and assist its graduates to contribute to the common good of society;
- iii. promote high standards of teaching and scholarship, and encourage participation in professional activities;
- iv. foster academic research, which contributes to human knowledge and the vitality of the institution;
- v. encourage thoughtful and responsible staff and student participation in local, state, national and international affair;

- vi. maintain the highest academic standard in respect of university degrees and other awards and to preserve and protect their reputation and integrity.
- vii. evolve academic programmes to suit the changing social and economic needs of society, through continuous review of curricula and development of new programmes, to respond to societal and technological changes in Nigeria and the world in general and Osun State in particular;
- viii. advance human culture and improve human life through the development, refinement and dissemination of knowledge and to prepare competent graduates to meet the developmental needs of Osun State in particular and Nigeria in general;
- ix. institute such offices as the purpose of the university may require and to appoint persons to and remove them from such offices and to prescribe their condition of service;
- x. prescribe rules for the discipline of students of the university;
- xi. establish, maintain, administer, govern and supervise places of residence for officers and students of the university;
- xii. institute and award fellowships, prizes and other aids, to study and research;
- xiii. make provision for research design, development, testing, advisory and consultancy services and with these objects to enter into such arrangements with other institutions or public bodies as may be thought desirable and to charge to the users of such services such fees as may be thought desirable;
- xiv. print, reproduce and publish works of research, and such other works as may from time to time be thought fit by the university;
- xv. sell or provide for reward or otherwise such books, stationery and other goods and services as may be deemed expedient and consistent with objects of the university;
- xvi. demand and receive fees and procure contributions to the funds of the university and to raise money in such other manner as the university may deem fit;
- xvii. act as trustees or managers of any property, legacy, endowment, bequest or gift for purpose of education or research, or otherwise in furtherance of the work and welfare of the university, and to invest any funds representing same in accordance with the provision of the statutes;
- xviii. relate its activities to the social, cultural and economic needs of the people of Osun State and Nigeria;
- xix. be a World-class University based on a reputation for quality and integrity in all aspect of the tripartite functions of a university;
- xx. do all such other acts or things as may advance the objects of the university.

## **THE STRATEGIC PLANNING PROCESS AND METHODOLOGIES**

### **The Strategic Plan**

- It deals with how objectives of the college will be achieved in terms of human resources for effective and efficient school system.
- It would revolve round effective human resources, good school system in terms of the totality of the school system that is, physical structures so that school becomes a pull instead of a push. In aesthetic, structures should have sensible appeal, good/acceptable landscaping, roads and paths suitably made. Using flowers to add to the beauty of the environment. There would be parks, groves with herbs and shrubs naturally allowed to co-exist among structures.

A 5-year strategic plan is hereby put in place as a guide towards attainment of the vision and mission of the college within the plan period (2008/2009 – 2012/2013)

S/N	Thematic Area	Activity	Strategy	Requirement	Time - Frames					Financial sustainability	Responsibility for Action	Performance Indicator
					2008/2009	2009/2010	2010/2011	2011/2012	2012/2013			
1.	Academic Personnel	Recruitment of adequate and high quality academic staff	Advertisement for Academic staff in print medium	Professor Reader S/Lecturer Lecturer I Lecturer II A/Lecturer Graduate Assistant	1 - - 1 8 1 1	1 - - 1 8 1 1	3 - 3 8 2 6 -	On-going Recruitment	Review	University funding	i. Council ii. Vice-Chancellor iii. Provost iv. Heads of Department	Good staff mix following NUC guidelines
2.	Programmes on departmental basis	i. Dept. of Arts and Social Sciences, Education ii. Dept. of Science Tech. and Maths	Constitute committee to develop curriculum	Develop Curriculum and continuous review of curriculum	On-going	On-going	On-going	On-going	Review	University funding	i. Vice-Chancellor ii. Provost, College of Education iii. Director, Academic	Operational curriculum and resumption of academic activities

		Education										Planning	
		iii. Dept. of Human Kinetics Health Education											
		iv. Dept. of Educational Management			-	-	On-going	On-going	Review				
		v. Dept. of Guidance and Counseling			-	-	On-going	On-going	Review				
		vi. Dept. of early Childhood and primary Education			-	-	On-going	On-going	Review				
		vii. Dept. of Social Studies			-	-	On-going	On-going	Review				
		viii. Dept. of Vocational and Tech. Education			-	-	On-going	On-going	Review				
		ix. Dept. of			-	-	On-	On-	Revi				



	Library and Information Science					goin g	goin g	ew			
	x. Dept. of Adult Education			-	-	On- goin g	On- goin g	Revi ew			
	Other programmes										
	i. Diploma in Human Kinetic and Health Education			-	On- goin g	On- goin g	On- goin g	Revi ew			
	ii. Foundation			-	On- goin g	On- goin g	On- goin g	Revi ew			
	iii. Sandwich Degree			-	On- goin g	On- goin g	On- goin g	Revi ew			
	iv. Post graduate Diploma in Education			-	-	-	On- goin g	Revi ew			
	v. Computer			-	-	-	-	On- going			

		Education			-	-	-	-	On-going			
		vi. Agric Education			-	-	-	-	On-going			
		vii. Business Education			-	-	-	-	On-going			
3.	Research	i. To encourage staff to embark on action and collaborative research for teaching efficiency  ii. Collaboration with four other Faculties of Education of the following; Universities; UNILAG, UNIILORIN, IBB	i. Write individual and collaborative research proposals  ii. Encourage academic staff to write scholarly paper for Journal and conferences	Computers, Internet facilities, stationeries , well stocked library and Competent staff	On-going	On-going	On-going	On-going	Review	University funding and grants	Provost	Grants received, research output and published article in reputable journals
					-	On-going	On-going	On-going	Review			

		University, and University of Cape Coast by Feb. 2010											
		ii. To encourage inter and intra collaborative research.			-	-	On- goin g	On- goin g	Revi ew				
		iii. To support lecturers for conference, Seminar and workshops within and outside Nigeria.			-	-	On- goin g	On- goin g	Revi ew				
		iv. Exchange programme			-	-	-	On- goin g	Revi ew				
		v. Staff training			-	-	-	On- goin g	Revi				

								g	ew			
4.	College Library	i. Furnishing equipping and stocking the library  ii. Construction of College Library  iii. Running e-library CD-ROMS, Micro-films etc.	Recruit competent Librarians to develop the library	Books, Periodicals, CD-Roms, Computers, equipment, library building	-	On-going	On-going	On-going	Review	University funding and donation of Library materials	i. Vice-Chancellor ii. Provost iii. University Librarian iv. College Librarian	Well equipped Library
					-	-	On-going	On-going	Review			
					-	On-going	On-going	On-going	Review			
5.	Governance structure	i. Administration Governance structure ii. Administrative units iii. Gender Equity iv. Committee system	i. Effective and efficient college management  ii. Give equal opportunity to both gender to participate actively in college	Membership of committees and regular attendance at meetings	On-going	On-going	On-going	On-going	Review	University funding	Provost	Prompt decision making

			administration  iii Statutory/Ad hoc committees to take charge of specific responsibilities from department level to College level such as; Teaching Practice, College Transport, Agriculture, Food, Examination, Research & Training Development									
6.	Sources of funding	Establishment of IGR	Develop proposal for IGR projects	Sound proposals, goodwill and	On-going	On-going	On-going	On-going	Review	Grants	Provost	Funds from

		projects  Sourcing financial aids from international (Such as UNESCO, UNICEF CODESRIA, USAID,) national and local bodied	and proposal to request for financial aid from International, national and local bodies	competent staff	ng	g	g	g				grants
7.	Financial Management	To ensure financial transparency and accountability	Audit department to ensure appropriate retirement of funds disbursed out for special assignment	College accountant and good record keeping	On-going	On-going	On-going	On-going	Review	University funding	i. Provost ii. Head of departments iii. College Accountant	Good books
8.	Commercial ventures	i. Consultancy services ii. Shuttle buses	To take advantage of professionals on ground to develop proposal on	Office space, agricultural land, animal pens, farm machinery and	-  On-going	On-going	On-going	On-going	Review  Revi	University funding and grants	i. Provost ii. Project coordinators	Viable commercial enterprises

		iii. Bakery iv. Production of Pure water v. Poultry vi. Piggery vii. Rental Services (Hall)	viable commercial project and IGR components	implements and Labourers	ng -	g -	g On-goin g	g On-goin g	ew Revi ew			
9.	Linkage and partnership	College will encourage effective academic linkage within & outside the country to ensure academic staff & students' exchange programme.	The College will liaise with office of Vice-Chancellor to prepare Memorandum of Understanding with prospective partners	i. Searching for suitable institutions to collaborate with	On-goi ng	On-goin g	On-goin g	On-goin g	Revi ew	University funding and grants	i. Vice-Chancellor ii. Provost iii. Director of Academic Planning	Successful linkage with other institutions

10.	Community outreach programmes	Draw educational programme relevant to the University host community	To organize extramural and continuing education for school certificate drop-outs  To organize mature student's programme	Classrooms, curriculum and personnel	On-going	On-going	On-going	On-going	Review	Self financing	Provost	Enrolment into educational programmes
11.	Local Environment/Community	Embark on enlightenment campaign in the following areas: family living counseling, Family life Education, Child abuse, Health talk, career talk.	Observe regular interaction with community members	Lecture auditorium and resource persons	-	On-going	On-going	On-going	Review	University funding	Provost	Number of educative interactions in the community
12.	Information and Communication	i. Up grading of existing ICT	Cooperate with University	Complete computer set, other	On-going	On-going	On-going	On-going	Review	University funding	i. Vice-Chancellor	Functioning ICT



	n Technology	Laboratory ii. Provision of more computers iii. Construction of College ICT Laboratory	ICT unit to run an efficient ICT centre	accessories, soft ware and well trained personnel	ng	g	g	g			ii. Provost  iii. Head of ICT unit	centre
13.	Municipal services	i. Maintenance and fueling of generators ii. Regular road maintenance iii. Construction of full classroom structures iv. Completion of College building v. Completion of ICT	Assign staff to monitor municipal services	Increased budgetary provision for municipal service Committed and dedicated staff	On-going	On-going	On-going	On-going	Review	University funding, local and state governments	i. Vice-Chancellor ii. Provost	Clean and conducive campus

		laboratory vi. Completion of Health centre, Provost Lodge, Studio Completion, building up to handing- over										
14.	Staff development and welfare	Construction of staff club with facilities	Develop proposal for construction of staff club	Execute proposal	-	On- goin g	On- goin g	On- goin g	On- going	Review	University funding	Job staff satisfactio n
15.	College sports Recreational facilities	i. Construction of the sports Arena ii. Recruitment of Sport Coach iii. Standard sports facilities iv. Staff and	i. Solicit private sector partnership to build sport infrastructure  ii. Purchase sport equipment  iii. Hire sport coach	Land and private sector support	-	On- goin g	On- goin g	On- goin g	On- going	Review	University and private sector funding	i .Functioni ng sport centre  ii. Student participati on in national and Internatio nal sport

		students teams to participate at competitions										competitions
16.	College security system	To secure life and properties on campus	Engage adequate numbers of well trained security personnel	Observe security guidelines	On-going	On-going	On-going	On-going	Review	University funding	i. Vice-Chancellor ii. Provost iii. Dean, Student Affairs iv Head of security unit	i. Maintenance of law and order ii. Security of lives and properties
17.	College International School	To provide children and wards of staff member to have access to quality secondary education	Develop proposal for the take off of the College International School	Implement the proposal	-	On-going	On-going	On-going	Review	University funding	i. Vice-chancellor ii. Provost iii. School governing board	Proposal for College international School
18.	Student centre	Student centre for recreation and	To utilize available college resources to develop	Building, furniture, out-door facilities,	On-going	On-going	On-going	On-going	Review	University funding	University Management	Functioning student centre

		relaxation Outdoor facilities for students	student centre	indoor games								
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## **5.3 HEALTH SCIENCES**

### **Introduction**

The college of Health Sciences was one of the take-off Colleges at the commencement of academic programme of the University September, 2009. The University Academic Brief, approved by the National Universities Commission (NUC) listed 10 academic programmes to be established in the college in an orderly fashion. However, the college started with only one programme, the MBBS degree programme. By September, 2009 the first set of MBBS students, 28 of them are at 300 level (second year of Basic Medical Science stage).

### **VISION, MISSION, PHILOSOPHY AND OBJECTIVES OF THE COLLEGE OF HEALTH SCIENCES**

#### **Vision**

To be a centre of excellence providing high quality teaching and learning experiences that will engender the production of high-skilled entrepreneurial Medical Doctors and other health professionals capable of impacting positively on their environment while being globally competitive

#### **Mission**

To create a unique college of Health Sciences committed to the pursuit of academic innovation, skill-based training and a tradition of excellence in teaching, research and community service.

#### **Philosophy and objectives**

The College of Health Sciences of Osun State University conceives of education as the engine of national development. The College is thus established on the philosophy that to be relevant, education must be continually responsive to the changing imperatives of the socio-economic and technological development of the nation.

Essentially, the College shall seek to raise men and women imbued with the requisite skills, knowledge and competencies to be the arrow heads of the socio-economic and technological development of Nigeria in general and Osun State in particular

#### **Objectives**

In a bid to achieve its mission, the college of Health Sciences of Osun State University shall be firmly committed to offering students of widely varied backgrounds, interests and needs, a broad range of educational opportunities and experiences which will enable them function as productive members of society. Its objectives shall be to:

- i. Provide a wide range of quality learning opportunities for undergraduate and postgraduate students without distinction of race, creed, sex, religion or political conviction such that will enhance their best intellectual, social and personal development;
- ii. Provide academic, professional and vocational training of high quality in such a way as to enrich and improve the state, national and international human resource capabilities and assist its graduates to contribute to the common good of the society;
- iii. Promote high standards of teaching and scholarship, and encourage participation in professional activities;
- iv. Foster academic research, which contributes to human knowledge and the vitality of the College;
- v. Encourage thoughtful and responsible staff and students participation in local, state, national and international affairs, especially, affairs relating to health;
- vi. Maintain the highest academic standards in respect of University degrees and other awards and to preserve and protect their reputation and integrity;
- vii. Evolve academic programmes to suit the changing social and economic needs of society through continuous review of curricula and development of new programmes to respond to societal and technological changes in Nigeria and the world in general and Osun State in particular;
- viii. Advance human culture and improve human life through the development, refinement and dissemination of knowledge and to prepare competent graduates to meet the developmental needs of Osun State in particular and Nigeria in General; and
- ix. Do all such other things as may advance the objectives of the University.

### **Aims and Objectives of Medical Education**

The Faculty of Clinical Sciences aims to produce Medical Doctors who shall be providers of health care to individuals and communities, health advocates for the needs of communities, investigators of the causes of diseases and other health problem who are knowledgeable in health policies, health management and global health issues, capable of conducting research and so well trained and confident as to be self reliant and capable of employment generation.

Through the teaching, research and community service activities of its constituent Departments, the faculty of Clinical Sciences aims to achieve the following objectives:

- To produce Doctors imbued with sound scientific and professional knowledge and practical skills as to be able to work anywhere in Nigeria and be acceptable by the international community;
- To produce Doctors imbued with sound scientific and professional knowledge and practical skills as to be able to render Primary Health Care (PHC)
- To produce Doctors who would satisfy internationally recognized standards, and who could undertake further training towards specialization within and outside the country; and
- To produce Doctors imbued with sufficient managerial and team-building skills to be able to play a leadership role in health care delivery.

### **Strategies for Achieving Stated Objectives**

The earlier stated objectives of the College shall be achieved through the instrumentality of the under-listed strategies:

- The mounting of multi-disciplinary and interdisciplinary academic programmes emphasizing the acquisition of critical thinking and hands-on skills, and the provision of conducive environment for mentoring;
- The establishment and sustenance of fruitful linkages and collaboration arrangements with international development partners, funding agencies, University and other institutions;
- The training of academic staff on a continuous basis, in the use of ICTs which shall be fully integrated into all facets of the academic activities in the University;
- Lecturers shall be actively encouraged to adopt appropriate combinations of instructional methods (lectures, tutorials, seminars, laboratory etc.) in the implementation and delivery of the various curricula in the different academic disciplines to be taught in the college;
- For global relevance, all students in the college, in line with the University policy, will be required to take courses in French language in their first and or second year of undergraduate study; and
- For entrepreneurship skills, all students in the college, in line with the University policy, will be required to take relevant courses in relevant departments of the University in their penultimate year of graduation.

### **Strategic Plan for 2008/2009 – 2012/2013**

In order to achieve the College vision, mission and objectives a 5 year strategic plan from 2008/2009 – 2010/2013 is hereby put in place as follows;



S/N	Thematic Area	Activity	Strategy	Requirement	Time - Frames					Financial sustainability	Responsibility for Action	Performance Indicator
					2008/2009	2009/2010	2010/2011	2011/2012	2012/2013			
1.	Structure of academic departments	i. Faculty of Basic Medical and Health Sciences -Dept. of Human Anatomy  - Dept. of Biochemistry  - Dept. of Physiology  - Dept. of Medical Lab. Science  - Dept of	i. Comply with the approved template of NUC and the Medical and dental Council of Nigeria (MDCN)  ii. Constitute committee to develop curriculum	Develop curriculum and continuous review of curriculum	On-going	On-going	On-going	On-going	Review	University funding	i. Vice-Chancellor ii. Senate iii. Provost College of Health sciences	Operational curriculum and commencement of academic activities

		Optometry			-	-	-	Com menc emen t	Revi ew			
		- Dept. of Environment al Health			-	-	-	com menc emen t	Revi ew			
		ii. Faculty of Basic Clinical Sciences										
		- Dept. of Chemical Pathology			-	-	Com menc emen t	On- goin g	Revi ew			
		- Dept. of Haematology and Blood Transfusion			-	-	Com menc emen t	On- goin g	Revi ew			
		- Dept. of Immunology and Genetics			-	-	-	-	Phas e II devel opme nt			

		- Dept. of Medical Microbiology and Parasitology			-	-	Commencement	Ongoing	Review			
		- Dept. of Morbid Anatomy and Histopathology			-	-	Commencement	Ongoing	Review			
		- Dept. Pharmacology and Therapeutics			-	-	Commencement	Ongoing	Review			
		iii. Faculty of Clinical Sciences										
		- Dept. of Paediatrics			-	-	Commencement	Ongoing	Review			
		- Dept. of Obstetrics & Gynaecology			-	-	Commencement	Ongoing	Review			
								On-	Revi			

		- Dept. of Surgery - Dept. of Medicine - Dept. of Medical Imaging - Dept. of Medical Rehabilitation - Dept. of Ophthalmology - Dept. of Otorhinolaryngology - Dept. of Psychiatry - Dept. of Anaesthesia - Dept. of			-	-	Commencement	going	ew			
					-	-	-	-	Phase II Development			
					-	-	Commencement	On-going	Review			

		Nursing -Dept. of Community Medicine			On- goi ng	On- goin g	On- goin g	On- goin g	Revi ew			
2.	Proposed Institutes	i. Institute of Child and Maternal Health  ii. Institute of Mental Health and Behavioural Sciences  iii. Institute of Traditional Medicine  iv. Institute of Public Health	Constitute committee to develop proposal for institute	Implement proposal	On- goi ng	On- goin g	On- goin g	On- goin g	Revi ew	University funding and grant	i. Council  ii. Vice- Chancellor  iii. Senate  iv. Provost college of Health Sciences  v. Director of Academic planning	Approval of institute and commenc ement of academic activities
3.	Proposed Post- Graduate Diploma	Establish viable post graduate diploma programmes	Constitute committee to develop proposal for institute	Implement proposal	On- goi ng	On- goin g	On- goin g	On- goin g	Revi ew	University funding	i. Council  ii. Vice- Chancellor  iii. Senate	Approval of institute and commenc ement of

											iv. Provost college of Health Sciences v. Director of Academic planning	academic activities
4.	Proposed Sub-Degree Diploma	Establish viable sub-degree diploma programmes	Constitute committee to develop proposal for the programmes	Implement proposal	On-going	On-going	On-going	On-going	Review	University funding	i. Council ii. Vice-Chancellor iii. Senate iv. Provost college of Health Sciences v. Director of Academic planning	Approval of sub-degree diploma programmes and commencement of academic activities
5	Projected student enrolment	To enroll bright and academically sound	Source for student through UTME	i. Comply with MDCN enrolment quota of 50	28	63	113	163	213			

		students	examination and JAMB direct entry.	students for the M.B.B.S programme till 2013.  ii. Comply with NUC enrolment quota for other programmes in the college								
6.	Projected academic staff requirement	i. Faculty of Basic Medical and Health Sciences  -Dept. of Human Anatomy		Professor Reader S/Lecturer Lecturer I Lecturer II A/Lecturer	- - 2 - 1 2	- - 2 - 1 2	- 1 2 - 2 2	- 1 2 - 2 2	Full staff complement			

		- Dept. of Biochemistry	Professor	1	1	1	1	Full staff compl ement			
			Reader	-	-	-	-				
			S/Lecturer	-	-	-	-				
			Lecturer I	-	-	-	-				
			Lecturer II	1	1	-	1				
			A/Lecturer	-	-	-	-				
		- Dept. of Physiology	Professor	-	-	-	-	Full staff compl ement			
			Reader	-	-	-	-				
			S/Lecturer	3	3	3	3				
			Lecturer I	-	-	1	1				
			Lecturer II	2	2	3	3				
			A/Lecturer	1	1	1	1				
		ii. Faculty of Basic Clinical Sciences	Professor	-	-	-	-	Full staff compl ement			
			Reader	-	-	-	-				
			S/Lecturer	-	-	1	-				
			Lecturer I	-	-	2	-				
			Lecturer II	-	-	-	-				
			A/Lecturer	-	-	-	-				
		- Dept. of Chemical Pathology	Professor	-	-	-	-	Full staff compl ement			
			Reader	-	-	-	-				
			S/Lecturer	-	-	1	-				
			Lecturer I	-	-	2	-				
			Lecturer II	-	-	-	-				
			A/Lecturer	-	-	-	-				



		- Dept. of Haematology and Blood Transfusion		Professor	-	-	-	-	Full staff complement			
				Reader	-	-	1	1				
				S/Lecturer	-	-	-	-				
				Lecturer I	-	-	1	1				
				Lecturer II	-	-	-	-				
				A/Lecturer	-	-	-	-				
		- Dept. of Immunology and Genetics		Professor	-	-	-	-	Full staff complement			
				Reader	-	-	-	-				
				S/Lecturer	-	-	-	-				
				Lecturer I	-	-	-	-				
				Lecturer II	-	-	-	-				
				A/Lecturer	-	-	-	-				
		- Dept. of Medical Microbiology and Parasitology		Professor	-	-	-	-	Full staff complement			
				Reader	-	-	-	-				
				S/Lecturer	-	-	-	-				
				Lecturer I	-	-	-	2				
				Lecturer II	-	-	-	-				
				A/Lecturer	-	-	-	-				
									Full			

		- Dept. of Morbid Anatomy and Histopathology		Professor	-	-	-	-	staff complement			
				Reader	-	-	-	-				
				S/Lecturer	-	-	-	-				
				Lecturer I	-	-	-	-				
				Lecturer II	-	-	-	-				
				A/Lecturer	-	-	-	-				
		- Dept. Pharmacology and Therapeutics		Professor	-	-	-	-	Full staff complement			
				Reader	-	-	-	-				
				S/Lecturer	-	-	-	-				
				Lecturer I	-	-	2	2				
				Lecturer II	-	-	-	-				
				A/Lecturer	-	-	-	-				
		iii. Faculty of Clinical Sciences		Professor	-	-	-	-	Full staff complement			
				Reader	-	-	-	-				
		- Dept. of Paediatrics		S/Lecturer	-	-	2	2				
				Lecturer I	-	-	1	1				
				Lecturer II	-	-	-	-				
				A/Lecturer	-	-	-	-				

		- Dept. of Obstetrics & Gynaecology		Professor	-	-	-	-	Full staff complement			
				Reader	-	-	1	1				
				S/Lecturer	-	-	1	1				
				Lecturer I	-	-	2	2				
				Lecturer II	-	-	-	-				
				A/Lecturer	-	-	-	-				
		- Dept. of Surgery		Professor	-	-	1	-	Full staff complement			
				Reader	-	-	1	-				
				S/Lecturer	-	-	2	-				
				Lecturer I	-	-	-	-				
				Lecturer II	-	-	-	-				
				A/Lecturer	-	-	-	-				
		- Dept. of Medicine		Professor	-	-	1	1	Full staff complement			
				Reader	-	-	1	1				
				S/Lecturer	-	-	-	-				
				Lecturer I	-	-	5	5				
				Lecturer II	-	-	-	-				
				A/Lecturer	-	-	-	-				

		- Dept. of Medical Imaging		Professor	-	-	-	-	Full staff complement			
				Reader	-	-	-	-				
				S/Lecturer	-	-	-	-				
				Lecturer I	-	-	-	-				
				Lecturer II	-	-	-	-				
				A/Lecturer	-	-	-	-				
		- Dept. of Ophthalmology		Professor	-	-	-	-	Full staff complement			
				Reader	-	-	-	-				
				S/Lecturer	-	-	1	1				
				Lecturer I	-	-	2	2				
				Lecturer II	-	-	-	-				
				A/Lecturer	-	-	-	-				
		- Dept. of Otorhinolaryngology		Professor	-	-	-	-	Full staff complement			
				Reader	-	-	-	-				
				S/Lecturer	-	-	-	-				
				Lecturer I	-	-	2	2				
				Lecturer II	-	-	-	-				
				A/Lecturer	-	-	-	-				
									Full			

		- Dept. of Psychiatry		Professor	-	-	1	1	staff compl ement			
				Reader	-	-	-	-				
				S/Lecturer	-	-	1	1				
				Lecturer I	-	-	-	-				
				Lecturer II	-	-	-	-				
				A/Lecturer	-	-	-	-				
		- Dept. of Anesthesia		Professor	-	-	-	-	Full staff compl ement			
				Reader	-	-	-	-				
				S/Lecturer	-	-	-	-				
				Lecturer I	-	-	-	-				
				Lecturer II	-	-	-	-				
				A/Lecturer	-	-	-	-				
		-Dept. of Community Medicine		Professor	-	-	-	-	Full staff compl ement			
				Reader	1	1	2	2				
				S/Lecturer	-	-	-	-				
				Lecturer I	-	-	2	2				
				Lecturer II	-	-	-	-				
				A/Lecturer	-	-	-	-				

7.	Projected technical staff requirement	i. Faculty of Basic Medical and Health Sciences										
		-Dept. of Human Anatomy		Senior Medical Lab Scientist	-	-	1	1	Full staff complement			
				Medical Lab Scientist I			1	1				
		- Dept. of Biochemistry		Technologist I	1	1	1	1	Full staff complement			
				Technologist II	1	1	1	1				
		- Dept. of Physiology		Senior Medical Lab Scientist	-	-	1	1	Full staff complement			
				Medical Lab Scientist I	-	-	1	1				

		ii. Faculty of Basic Clinical Sciences										
		- Dept. of Chemical Pathology		Senior Medical Lab Scientist	-	-	1	1	Full staff complement			
				Medical Lab Scientist I	-	-	2	2				
		- Dept. of Haematology and Blood Transfusion		Medical Lab Scientist	-	-	2	2	Full staff complement			
		- Dept. of Immunology and Genetics			-	-	-	-	Full staff complement			
		- Dept. of Medical Microbiology and Parasitology		Senior Medical Lab Scientist	-	-	1	1	Full staff complement			
				Medical Lab Scientist I	-	-	1	1				

		- Dept. of Morbid Anatomy and Histopathology		Medical Lab Scientist	-	-	2	2	Full staff complement			
		- Dept. Pharmacology and Therapeutics		Senior Medical Lab Scientist	-	-	1	1	Full staff complement			
				Medical Lab Scientist I	-	-	1	1	Full staff complement			
		iii. Faculty of Clinical Sciences										
		- Dept. of Paediatrics			-	-	-	-	Full staff complement			
		- Dept. of Obstetrics & Gynaecology			-	-	-	-	Full staff complement			



		- Dept. of Surgery			-	-	-	-	nt Full staff comp leme nt			
		- Dept. of Medicine			-	-	-	-	Full staff comp leme nt			
		- Dept. of Medical Imaging			-	-	-	-	Full staff comp leme nt			
		- Dept. of Ophthalmology			-	-	-	-	Full staff comp leme nt			
		- Dept. of Otorhinolaryngology			-	-	-	-	Full staff comp leme			

		- Dept. of Psychiatry			-	-	-	-	nt Full staff comp leme nt			
		- Dept. of Anesthesia			-	-	-	-	Full staff comp leme nt			
		-Dept. of Community Medicine			-	-	-	-	Full staff comp leme nt			
8.	Expected requirement for building	i. Laboratory building, Biochemistry /Chemical Pathology  ii. Laboratory building, Physiology/P	Develop proposals for the construction of buildings	Implement proposal for const	On-going	On-going	On-going	On-going	Review	University funding	i. Council  ii. Management	Completed buildings

		<p>harmacology</p> <p>iii. Laboratory building, Anatomy</p> <p>iv. Animal house</p> <p>v. College Library</p> <p>vi. Medical students hostel</p> <p>vii. College building</p>											
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## **5.4 HUMAN RESOURCES DEVELOPMENT AND LIFE LONG LEARNING**

### **VISION**

“To be the versatile flagship College of Osun State University as a one-stop shop for the delivery of value-added training, the systematic enhancement of human capital, and conduct of policy capturing applied research, for the ultimate benefit of strategic organizational and sustainable human development in Osun State and across the globe”

### **MISSION**

“To operate an internationally-acclaimed professional institution for the supply of human resources (HR) and other managerial competencies to the modern employment of technocrats for the continuing support of organizational operations within the globalized economic and political system”

### **Environmental Scanning, through SWOT analysis and RBV**

#### **SWOT Analysis**

##### **Strengths**

- i. Human Resources Development and Lifelong Learning (HRD) College is a college with a vast potential to explore purely multidisciplinary endeavours, or pre-occupations, unlike the typical run-of-the-mill colleges.
- ii. The college is well placed in the realm of human capital development
- iii. The flexibility of mounting diverse course programs at varying time frames, e.g both full-time and part-time/lifelong, or seasonal training programmes on the basis of demand.
- iv. The college building remains a piece of imposing basic architecture, which potentially serves well the multifarious activities and in line with the founding objectives of the college.

##### **Opportunities**

- i. Leveraging the enormous possibilities in human capital development in Osun State and the entire nation.
- ii. Driving the operation system of the college in the most efficient manner, by which the resources of the state and wider environment can be productively and commercially harnessed for the good of the college/University
- iii. Elevating the college to the status of a money-spinner for the University, through a semblance of regular training research and consultancy activities.

## **Weaknesses**

- i. A new college with various start-up handicaps, ranging from the structural to the administrative and organizational, in spite of the enormous potential of the college, e.g the public awareness about the college is comparatively low
- ii. Lack of attainment of the desired level of requisite academic and administrative staffing.
- iii. Present lack of institutional facilities, e.g in-house College Library, with adequate stock of books, journals, and periodicals.
- iv. The rather ultra-lean staff (both academic and administrative) on ground has precluded effective departmentation, separating and clearly exhibiting the implicit and viable academic disciplines within the college.

## **Threats**

- i. The parallel existence of new universities, both in the contiguous south-west and across the nation, has generally created a tight academic service “labour market) for colleges, such as HRD in the University. A Ph.D in Human Capital Management, or the cognate specializations, such as HRIR, HR (or Manpower Economics, Entrepreneurship, HR Accounting, etc, is very hard to attract to the academic system in Nigeria, compared to industry and the real sector of the economy, especially because of the associated compensation and reward structure (including severance benefits, etc).
- ii. The new work environment in the college, as with other Colleges of the University, is far from ideal to sufficiently attract competencies from the older universities and the private sector.
- iii. Utility failure and nightmares, in face of unstable and unreliable public electricity supplies from PHCN, generally block optimum productivity. The availability of heavy-duty, ‘gas-guzzling’, stand-by generators in the individual campuses, but without the provision of adequate budgeting and cash-backing for the stupendous expenditure on fuelling, is a non-starter, as it is very cost prohibitive to privately generate electricity.
- iv. Lack of adequate staffing (especially academic), unless gradually ameliorated, is a threat to the successful future accreditation and continuity of academic course programmes in the college.

### **Limitation of the SWOT Analytical Approach**

It should be realized that the SWOT analysis is a handy and useable tool of strategic analysis, and the approach tends to be used regularly in business for the evaluation of opportunities and threats in the business environment, vis-à-vis the strengths and weaknesses of an organization's internal environment. Indeed, top managers rely on SWOT to stimulate self-reflection and collegial discussions

3. General staffing profiles, across the College's inclusive programmes, should be appreciated, stable and competitive, while increasingly leveraging on an abundance of competent academic staffing that posses a minimum of doctorate degree
4. The totality of the College's activities should stand it out as an HR Development Academy, with international recognition and robust beneficial, affiliation across the globe. The college is already strategizing for developmental collaboration with the singular, highly reputed, existing global Academy of Human Resource Development which is based in Bowling Green, Ohio, USA. The provost of the HRD College, Professor Matanmi and a senior Lecturer in the college, Dr Kola-Olusanya, have been recently (Fall, 2009) admitted into the membership of the Academy, while the College is also being currently processed as an Institutional Member. All of these efforts are geared towards the possible and anticipated eventual recognition and placement of UNIOSUN HRD College on the global subject matter map, and as the regional Centre of Excellence for human resource development in West Africa/Africa

S/N	Thematic Area	Activity	Strategy	Requirement	Time - Frames					Financial sustainability	Responsibility for Action	Performance Indicator
					2008/2009	2009/2010	2010/2011	2011/2012	2012/2013			
1.	Students- staff relationship	To ensure a very cordial relationship among student, staff and their parents/guardians	i. Systematic and continuous conduct of student-staff interfaces and outreach meeting platforms such as colloquia, public lectures etc  ii. Counseling support to students in the college including career	Compliance with regulation contained in the University Students' hand book and other regulations issued from time to time	On-going	On-going	On-going	On-going	Review	University funding	i. Vice-Chancellor  ii. Registrar  iii Provost, HDR  iv Dean of Student Affairs	i. Academic professional development of students  ii. Emotional and psychologically stable students

			<p>counseling, general psychological or emotional counseling, etc</p> <p>iii. Implementation of a moral and behavioural code to guide student behavior e.g across various dimension of student life in the college including dress code, regulation of student attendance of classes,</p>										
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			<p>student conduct during semester and intra-semester examination , student behavior on campus, etc.</p> <p>iv Deliberate promotion of staff-parent synergies for the embraceme nt of collective responsibility in educational management and mutual benefits derivable from</p>										
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			multilateral partnerships between 'gown' and 'town'									
2.	Teaching, research and administration	To enforce high standards of teaching and educational administration for the delivery of value for money expended	To recruit competent teaching, technical and administrative staff	<p>i. Regular participation in staff development programmes such as training, seminars, workshops and conferences</p> <p>ii Tacit involvement of all academic staff in active research, the development of pedagogy, and conduct of knowledge-extension</p>	On-going	On-going	On-going	On-going	Review	University funding	<p>i. Vice – chancellor</p> <p>ii. Senate</p> <p>iii. Provost. HRD</p> <p>iv. Director of Academic Planning</p>	<p>Effective teaching and administrative machinery</p> <p>ii. Consultancy services offered to the University broad based stakeholders</p>

				services  iii. Provision of research and extension (applied, outreach) services to the wider populace and collaboration with the various other colleges/campuses of the University								
3.	Structure of academic programmes	i. B.Sc Human Resources Accounting  ii. B.Sc Human Resources Management	I The activation of continuous training programmes (both demand driven and advocacy) for the enhancement of HR competence	To implement curriculum	On-going	On-going	On-going	On-going	Review	University funding	i. Vice-Chancellor  ii. Senate  iii. Provost College of HRD	i. Operational curriculum and commencement of academic activities  ii Feedback from

			s and longitudinal development of human capital, and across varying themes and subject matters, for hierarchies/ cadres of manpower employed by the Osun State government  ii To develop and continuously review curriculum									employer in the corporate world based on the graduates from the college
4.	Diploma programmes	i. Diploma in Entrepreneurial Studies (DIP.ES)  ii. Diploma in	i. Mounting of Lifelong learning programmes , which particularly	To implement curriculum	On-going	On-going	On-going	On-going	Review	University funding	i. Vice-Chancellor  ii. Senate  iii.	Operational curriculum and commencement of

		Human Resources and Industrial Relation (Dip.HRIR)  iii. Diploma in Human Resources Management and Information Technology (Dip.HRM/IT)  iv. Diploma in Public Administration and e-Governance (Dip.PAeG)  v. Diploma in Local Government Administration (Dip.LGA)	facilitates the achievement of work-life balance for the benefit of Osun populace and the entire population of adult and part-time learners in the South-west-region of Nigeria  ii To develop and continuously review curriculum								Provost College of HRD	academic activities
5.	Additional demand-driven	To commence additional	Develop proposal for	Implement the proposal	On-going	On-going	On-going	On-going	Review	University funding	i. Vice-Chancellor	

	programmes	<p>demand driven, applied managerial and organizational disciplines in the following areas;</p> <p>i. Entrepreneurship and Innovation</p> <p>ii. Environmental and Disaster Management</p> <p>iii. Industrial and Labour Relations, and</p> <p>iv Sustainable Community and Rural Development</p>	the respective additional programmes		ng	g	g	g			<p>ii. Senate</p> <p>iii. Provost</p> <p>College of HRD</p>	
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## **5.5 HUMANITIES AND CULTURE**

### **Preamble:**

The University came into existence as part of the initiatives of the Osun State government to improve the level of education as well as enhance the socio-economic development of the State. This was in addition to the desire of the government to establish and nurture a University of renown, prestige and international standing and one that would create self-employing graduates who can meet the current global challenges.

### **Goals and Strategies**

The University-wide goals and core activities can be summarized as education and research; national and community development; academic, professional and vocational training that will engender the production of entrepreneurial graduates capable of impacting positively on their environment while being globally competitive. The College of Humanities and Culture, recognizing its position and role within the vision and mission of the founding fathers and the fundamental roles the humanities and culture play in creating the total man, and in capacity building, sustainable national development and social cohesion, subscribes to the philosophy of high quality teaching and research, which seeks to interface higher educational development in Nigeria with economic development, political advancement and social change. This belief fundamentally informs the need to create an academic environment that is intellectually stimulating.

### **Pillars of the Strategic Plan (2008/2009 to 2012/2013)**

This strategic plan will guide the college in eight core areas. These are: Academic programmes, Research; Student Life; Outreach programmes; International Initiatives; Infrastructure; Finance and administration. The College will explore the many ways in which it will contribute to the growth and development of the core areas. However, the partnership between the University, the College and stakeholders remain essential to the plan's success. The strategic plan covering the period 2008/2009 to 2012/2013 is presented as follows

S/N	Thematic Area	Activity	Strategy	Requirement	Time - Frames					Financial sustainability	Responsibility for Action	Performance Indicator
					2008/2009	2009/2010	2010/2011	2011/2012	2012/2013			
1.	Academic programmes	i. To prepare student for life and leadership in a globalized world  ii. To provide exceptional depth of educational experience and intensive instruction  iii. To maintain a broad educational mission with a strong commitment	i. Curriculum review and programme development. This is going to be achieved through series of mechanism that seeks to;  - assist our students by promoting their positioning within local and global academe  - help	To implement curriculum, recruit competent academic staff and provide academic buildings	On-going	On-going	On-going	On-going	Review	University funding	i. Vice-Chancellor  ii. Senate  iii. Provost, College of Humanities and Culture  iv. Director of Academic Planning	Curriculum and resumption of academic activities



		to teaching, research and community development	departments and academics to achieve world-class status  - position the College strategically to make qualitative impact on our immediate communities  - empower the students for lifelong living									
2.	Proposed Academic Programmes	i. Advanced certificate and Diplomas  ii. Foundation Degree programmes	To develop proposals for the academic programmes and centre	To implement the proposals	On-going	On-going	On-going	On-going	Review	University funding	i. Vice-Chancellor  ii. Senate  iii. Provost, College of Humanitie	Proposals for academic programmes

		iii. Bachelor of Arts Degree Programmes in programmes such as - Philosophy - Religion and Human Communication - Tourism and Events Management - Theatre and Film Studies - Islamic Insurance - Arabic and Middle Eastern Studies - creative Arts and									s and Culture iv. Director of Academic Planning	
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		<p>other combined honours programmes</p> <p>iv. Centre for Gender and Policy Studies</p> <p>v. Centre for public Policy Development and Global Discourse</p> <p>vi. Centre for Research and Documentati on</p>										
2.	Research	To assume a leadership role in defining future research directions and agenda in	To invest in and sponsor an array of research, scholarly pursuits and productive endeavours,	Inauguration of research grant by the University and sourcing for external research	On- goi ng	On- goin g	On- goin g	On- goin g	Revi ew	University funding and external research grants	<p>i. Vice-Chancellor</p> <p>ii. Senate</p> <p>iii. Provost, College of</p>	Research activities and dissemina tion of research output through

		humanities in general and African culture in particular	especially those that promote inter-disciplinary collaboration within the University, other universities and research institutions.	grants							Humanities and Culture	Journals, local and international conferences
3.	Student Life	To train students who will be broadly educated and have qualitative impact on their communities and professions	Strengthening the coordination between educational and extra-curricular activities through;  i. Library: Improving library facilities  ii. Services: launch an	Academic staff, Library, technical and administrative staff, Library materials, ICT equipment, Physical and social infrastructure	On-going	On-going	On-going	On-going	Review	University funding and grants	i. Vice-chancellor ii. Registrar iii. Provost iv. Dean of Student Affairs	Conducive and comfortable campus

			<p>ambitious development programme to transform services and facilities on campus for students and the Ikire community such as;</p> <ul style="list-style-type: none"> <li>- Computing centre and language laboratory</li> <li>- Central refectory and service</li> <li>- Fire station</li> <li>- Water services</li> <li>- Disable access</li> <li>- Counseling services/Men</li> </ul>										
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			<p>toring</p> <ul style="list-style-type: none"> <li>- Internship/Field trips</li> <li>- Accommodation</li> <li>- Social activity</li> <li>- Outreach programmes: This would be achieved through;</li> </ul> <p>a) Special and Extension Programmes, which implement a variety of outreach programmes</p> <p>b) Annual Regional or</p>									
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			<p>National Seminars, which will be held in June or July of every year. This programme is intended for professionals , interested in the history and contemporar y culture, society, economy, and politics of Nigeria</p> <p>c) College of Humanities Lecture series</p> <p>d) Executive Educational Programmes</p>										
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4.	International Initiatives	To selectively expand the college's area of strength by developing strategic international partners	The college with the support of the University will pursue selected international initiatives such as research collaboration , institutional affiliations, student exchange programmes and enrolment of full-time international students	Collaborative agreements with international institutions	On-going	On-going	On-going	On-going	Review	University funding and grants	i. Vice-Chancellor ii. Provost	Memorandum of understanding with collaborating institutions  ii. International acceptance of the University  iii Enrolment of foreign students
5.	Infrastructure	To continuously evaluate and improve our infrastructure , including	i. Teaching facilities  - To construct seminar rooms and									



		facilities, equipment, networks and libraries, to enhance teaching and research	<p>large lecture theatre (2000 seater capacity), which can double as an event centre</p> <ul style="list-style-type: none"> <li>- To provide sound-proofed air conditioned classrooms</li> <li>- To provide classrooms with full multi-media facilities such as; TV/AV equipment, multi-media overhead projector</li> </ul> <p>ii. Landscaping: “Clean and green” shall</p>									
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			be the doctrine of the campus. Trees, flowers and grasses shall be created in such ways as to develop a friendly and stimulating environment beautiful to behold.									
8.	Finance	To create a sustainable base for the college finances	<p>i. To expand and diversify the college's financial base to include fund raising and endowments</p> <p>ii. To pursue the high-marginal opportunities conferred by the college's</p>	To constitute a committee on college finance	On-going	On-going	On-going	On-going	Review	University funding, fund raising, endowments and income from IGRs	<p>i. Vice-Chancellor</p> <p>ii. Bursar</p> <p>iii. Provost</p>	Available funds to prosecute the college's activities

			comparative advantage									
9.	Administration	To provide the necessary administrative support for college academic activities	i. Promotion of internal efficiency ii. Promotion of discipline iii. Living condition of staff and students in the host community iv. Health services	i. Recruit Personnel ii. Capacity building programmes	On-going	On-going	On-going	On-going	Review	University funding	i. Vice-Chancellor ii. Registrar iii. Provost	Efficient administrative support

## **5.6 LAW**

### **Preamble**

The College of Law took off in April 2010 in a period in our national development that the calls for a reappraisal of the question of the importance and efficacy of law as a means of social engineering. The challenges of technological innovations, complexity of municipal and international business dealings, political crises, human rights, national and international humanitarian problems, family and succession issues arising from urbanization, environmental issues, terrorism, money laundering, drug dealing, corruption and other (cross border) issues and other development-related phenomena demand a strategy for equipping law students with multidimensional skill in advocacy, soliciting, regulatory compliance and other advisory services.

The College therefore targets the achievement of the intellectual goal of studying and assessing the operation, efficacy and relevance of various rules of law in the society as well as giving students the skill of critical analysis and appraisal of social, economic, political and other systems as well as issues of their society in the light of the global systems. The College will ensure the teaching of law as it is at any given time and as it ought to be in comparison many systems of law currently in operation.

### **Our Mission**

The strategic plan is to deliver sound and forward looking instruction in legal education to create a crop of lawyers and legal scholars that will enhance national and global development, render sound and ethical legal services, and strike a balance between litigiousness and harmonious relationship though alternative dispute resolution.

### **Our Vision**

We envision international standard in legal education, research and service to make our College one of the highest rated in the world so as to position our students for leadership in the national public and private sectors as well as in international organizations. This vision will harness information technological innovations and deploy social, economic and financial strategies to build strong partnership and linkages on national and international levels through making, exchange and appropriation of research findings.

### **Summary of Our Strategic Objectives**

Our strategic objectives are to

- i. deliver legal education, research and service that are sound and relevant to the national and global needs;

- ii. produce law graduates and experts of international standing and recognition that are employable and able to employ themselves and others;
- iii. provide high quality research and development engagements that will promote national development and attract international interest by way of funding, exchange relationships;
- iv. harness contemporary information communication technology for the efficiency of academic programmes;
- v. establish a consultancy unit for advocacy as well as advisory and intellectually engaging services in resolution of legal problems and advancement of legal knowledge;
- vi. run clinical programmes through mock advocacy for students on supervisory basis;
- vii. lay the foundation of a law alumni relation programme that networks for the post-student life engagement of law graduates and their giving back to the College;
- viii. establish law publishing machinery for legal research outputs and law reporting;
- ix. evolve academic programmes suitable to changing political, social and economic societal needs;
- x. receive and raise funds and other contributions for the realization of the objectives of the College;
- xi. act as trustees and/or managers of any devise, legacy, endowment or gift for the furtherance of the objectives of the College in accordance with the usual or stipulated terms for the administration or management of the same;
- xii. do all such things as may be incidental to the attainments of the objects of the College; and
- xiii. evaluate annually the level of attainment of the objectives of the College in the light prevailing challenges so as to make for improvement and redefined strategies, if need be.

### Pivots of the strategic plan

The College will implement the strategic plan from 2008/2009 – 2012/2013 in the following core areas of its mission and vision;

S/N	Thematic Area	Activity	Strategy	Requirement	Time - Frames					Financial sustainability	Responsibility for Action	Performance Indicator
					2008/2009	2009/2010	2010/2011	2011/2012	2012/2013			
1.	Academic Departments/ programmes	i. Dept of Business Law ii. Dept. of International Law iii. Dept. of Jurisprudence and Private Law iv. Department of Public Law	i. To introduce students to a problem-based approach to studying law ii. To make learning both pedagogical and interactive iii. To follow the minimum	To develop, implement and continuously review curriculum	On-going	On-going	On-going	On-going	Review	University funding	i. Vice-Chancellor ii. Senate iii. Registrar iv. Provost v. Director of Academic planning	Operational curriculum and commencement of academic activities



			innovative professional service delivery									
2.	Research	To make the best effort to attain and sustain a high and enviable standing in research	i. To attract funds from international and national funding agencies ii. To encourage individual research as well as create and fix academic groups according to needs and expertise	i. To take public-private initiatives and provide an enabling environment for staff members to access funding sources ii. To facilitate Information communication iii. To equip staff members to write fundable proposals	On-going	On-going	On-going	On-going	Review	University funding and external grants	Vice-Chancellor Provost Head of Departments	Research activities and dissemination of research results through conferences and in top rated journals
3.	Learned	To give	i. To	i. Computers	On-	On-	On-	On-	Revi	University	i. Vice-	i.



	Conferences and Grants	institutional support to staff members for attendance of municipal and international conferences, including the annual Bar Association and National Association of Law Teachers	encourage academic staff to write scholarly papers for learned conferences ii. To ensure that every academic staff member present at least a seminar in every academic year in the college seminar series	and internet facilities ii. Grant to attend conferences iii. Organize college seminar series	going	going	going	going	review	funding and external grants	Chancellor ii. Senate iii. Provost	Attendance of learned conferences by staff  ii. Viable college seminar series
4.	Academic and professional accreditation	To ensure accreditation of programmes in the college by relevant accrediting	To conduct periodic self-study to ensure that the college is in good regulatory and	Compliance with NUC and Council of Legal Education guidelines on Accreditation	On-going	On-going	On-going	On-going	Review	University funding	Vice-Chancellor Senate Registrar Provost	Full accreditation by NUC and Council of Legal Education

		authorities	accredited standing at all times								Director of Academic Planning	
5.	Linkages/Collaboration	To develop strategic partnership and linkage with reputable institutions globally	To groom students and facilitate their participation in international engagements, including exchange, moot trials and law debates	To develop Memorandum of Understanding with collaborating institutions								
6.	Clinical programme	To make student undergo compulsory clinical programmes	Organize moot trials, advisory services and brief and law memorandum writing	Academic staff members	On-going	On-going	On-going	On-going	Review	University funding	Provost	Viable clinical programmes
7.	Offices of student and staff life	To facilitate a symbiotic interface of academic and	i. To organize intra-college and inter-	i. Recreational facilities ii. Law	On-going	On-going	On-going	On-going	Review	University funding	i. Provost ii. Dean of Student	Conducive and comfortable student

		extra co-curricular activities	faculty recreational activities, law debates and other similar engagements  ii. To set up the office of student life and facilitate the organization of students into Law Students Society and law chambers	Students Society Office  iii. Staff resource and  iv. Recreational common room  v. Refectory suited to the grooming of building lawyers							Affairs	and staff life on campus
8.	Experiential learning opportunities	To work towards experiential learning opportunities	Involve students in court visit and professional experience abroad	Develop Collaboration with local and international institutions	On-going	On-going	On-going	On-going	Review	University funding and grants	Vice – Chancellor Registrar Provost Director of Academic	

											Planning	
9.	Library development	To establish and develop a top-rate library with digital facilities	i. Acquire law literature  ii. Establish connectivity to law websites including Lexis-Nexis and Westlaw	Library building, furniture, books, periodicals, computers sets, software, CD-Rom, functioning internet service	On-going	On-going	On-going	On-going	Review	University funding	Vice-Chancellor  Provost  University Librarian  College Librarian	Well stocked and equipped Library
10.	Staff development	To explore and utilize all opportunities for staff development	i. Staff training/conference/workshops  ii. Exchange programmes  iii. Sourcing grants for research	Internal and external funding	On-going	On-going	On-going	On-going	Review	University funding and grants	i. Vice-Chancellor  ii. Registrar  iii. Provost	Well trained and internationally competitive staff

## **5.7 MANAGEMENT AND SOCIAL SCIENCES**

### **Preamble**

Within the context of University governance, the need for a strategic plan which is essentially a document for the ordered and sustained development of an institution has been increasingly recognized globally. The preparation of a strategic plan compels an institution to ask pertinent and important questions about itself in order to clarify its vision and clearly formulate its mission and thereafter to map out appropriate strategies for achieving its mission in a coherent, systematic and logical manner. It is against the above background that the College of Management and Social Sciences, Osun State University presents its strategic plan for the period 2008 – 2012. The strategic plan of the College has the following components.

- Preamble
- Mission Statement
- Vision
- Objectives
- Academic Programmes
- Research
- Professional Certification Programmes
- Entrepreneurial Schemes
- International Linkages/Cooperation
- Sustainability strategies
- Community Service
- Recreational and Social Facilities
- Ethical Orientation

### **Mission Statement**

The College of Management and Social Sciences is committed to the pursuit of academic innovation and skilled-based training within a tradition of excellence in teaching, research and community service. The mission of the College therefore is centered on equipping our students with the basic foundation and tools that will prepare them adequately in meeting the challenges of modern management and entrepreneurial sectors.

### **Vision**

In recognition of the very important role that the College of Management and Social Sciences must play in ensuring that the University achieves its vision and mission, the College will aspire to be the leading College of Management and Social Sciences in the nation by subscribing to the highest academic ideals through innovative teaching, and robust research. The College will aspire to produce globally competitive graduates that will be able to meet the challenges of contemporary social economic and entrepreneurial challenges.

## **Objectives**

### **Short Term Objectives**

- i. In order to achieve the above-stated mission for the College, the short term objectives of the College include: Paying attention to curriculum contents that will lead to the production of employable graduates who can fill identification human capacity gaps in the nation's manpower needs
- ii. Ensuring that appropriate equipment and infrastructure are in place to enable the College to prepare for accreditation laying the foundation for necessary capacity building including human and material resources in order to ensure the sustainable development of the College in the long term.

### **Long Term Objectives**

The long term objectives of the College shall focus on:

- Introduction of new programmes as desirable.
- Evaluation of the short term achievements and challenges as related to the College. The outcome of such an evaluation will point to the probable areas of improvements and direct attention to new areas of specialization in the Management and Social Sciences disciplines for the purpose of greater service to the community, government and the nation at large.
- Harnessing the benefits that are derivable from public-private partnership in educational delivery for sustainable institution building.
- Preparation of the College for Post Graduate studies.
- Giving high priority to the conduct of original research that will address the socio-economic, political and environmental challenges of the nation.
- Establishment and nurturing of meaningful collaborations and linkages with similar institutions in both developed and developing nation.

S/N	Thematic Area	Activity	Strategy	Requirement	Time - Frames					Financial sustainability	Responsibility for Action	Performance Indicator
					2008/2009	2009/2010	2010/2011	2011/2012	2012/2013			
1.	Establishment of college of Management and Social Sciences	Commissioning of college building	On-going	Recruitment of academic and non academic staff						Proprietor	Council	Resumption of academic activities
2.	Department Structure and degree programmes	i. Dept. of Economics and Management - B.Sc Economics - B.Sc Accounting - B.Sc Banking and Finance - B.Sc Business and Public Administration - Dept. of Economics - Dept. of	Develop curriculum following NUC guidelines	Implement curriculum	On-going	On-going	On-going	-	-	University funding	i. Vice-Chancellor ii. Senate iii. Provost College of Management and Social Sciences	Operational curriculum and commencement of academic activities

		Accounting			-			going	Review			
		- Dept of Business Administration			-			On-going	Review			
		ii. Dept. of Geography and Resource Management			-	On-going	On-going	On-going	Review			
		- B.Sc Geography and Resource Management			On-going	On-going	On-going	On-going	Review			
		- B.Sc Geography and Political Science			On-going	On-going	On-going	On-going	Review			
		- B.Sc Geography and Economics			On-going	On-going	On-going	On-going	Review			
		iii. Dept. of Political Science and International Relations			On-going	On-going	On-going	On-going	Review			
		- B.Sc Political Science and International Relations			On-going	-	On-going	On-going	Review			
		iv. Dept. of Sociology and			On-going		On-going	On-going	Review			



		Development Studies			g	-	On-going	going	Review			
		- B.Sc Sociology			-	-	-	-				
		- B.Sc Industrial and Labour Relations				-	On-going	On-going	Review			
		- B.Sc Psychology			-	-	On-going	On-going				
		v. Dept. of Demography and Social Statistics			-		-	On-going	Review			
		- B.Sc Demography and Social Statistics			-	-	-	On-going	Review			
		vi. Dept. of Mass Communication			-	-	-	On-going	Review			
		- B.Sc Mass Communication			-	-	-	On-going	Review			
		- B.Sc Journalism				-	-		Review			
		vii. Dept. of Hospitality and Management			-	-						
									Review			

		- B.sc Hospitality Management			-	-			Review			
					-				Review			
					-				Review			
					-				Review			
3.	Research focus	i. To continually interface innovative teaching with quality research  ii. To develop academics that are comparable to scholars internationally and compete for grants	i. To organize academic staff into 'research clusters'  ii. To encourage multidisciplinary and cross disciplinary research	i. Develop award winning proposals  ii. Sourcing for national and international research grants	On-going	On-going	On-going	On-going	Review	University research grant, national and international research grants	i. Vice-Chancellor  ii. Provost	Disseminate research output through conferences and scholarly journals
4.	Professional certification	i. To provide students with balanced	Establishment of an autonomous	Membership of relevant professional	On-going	On-going	On-going	On-going	Review	University funding and grants from	i. Vice-Chancellor	Mutual cooperation with

	programmes	academic and professional training  ii. To expose students to appropriate professional certification examinations such as;  - Institute of Chartered Accountants (ICAN)  - Chartered Institute of Bankers in Nigeria (CIBN)  - Chartered Institute of Stock Brokers  - Nigeria Institute of Management (NIM)	training centre for the requisite professional certification examination	association  Construction of a building in the state capital for the centre	g					professional associations	ii. Senate  iii. Provost  iv. Director of Academic Planning	professional associations  Take off of autonomous training centre
5.	Entrepreneurial Scheme	To integrate a robust entrepreneurial scheme with its academic	Mandate students to take and pass a 2-unit course in entrepreneurial	Robust curriculum, space to accommodate the	On-going	On-going	On-going	On-going	Review	University funding and grants	i. Vice-Chancellor  ii. Provost	Viable entrepreneurial scheme

		programmes	<p>studies with both theory and practical aspects</p> <p>At the 300 level students would be required to develop a business plan and at the 400 level perfect a line of business to be pursued on graduation</p> <p>Establishment of an entrepreneurial village with various businesses including</p> <ul style="list-style-type: none"> <li>- Fish farming</li> <li>- Grasscutter raising</li> <li>- Snail breeding</li> <li>- Tie and dye</li> <li>- Hat making</li> <li>- Bead making</li> </ul>	entrepreneurial development village and resource persons									
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			- Drink making									
6.	Sustainability Strategies	To continually boost the University internally generated revenue	<p>i. To establish a college ventures outfit that will embark on a number of business enterprises that will be self sustaining and boost the revenue base of the University. Such venture include the following among others</p> <ul style="list-style-type: none"> <li>- Water packaging</li> <li>- Wood work</li> <li>- Metal fabrication</li> <li>- Bakery</li> <li>- Book publishing etc.</li> </ul> <p>ii. Develop s work-study scheme in the entrepreneurial</p>	Develop and implement proposal for various business enterprises	On-going	On-going	On-going	On-going	Review	University funding and income from business enterprises	<p>i. Vice-Chancellor</p> <p>ii. Bursar</p> <p>iii. Provost</p>	Take off of business enterprises

			scheme or in the ventures scheme									
7.	International linkages/Collaboration	To develop strategic partnerships and collaboration with reputable institutions both within and outside Africa	Develop Memorandum of Understanding with collaborating institutions	Implement Memorandum of Understanding	On-going	On-going	On-going	On-going	Review	University funding and grants	i. Vice-Chancellor ii. Senate iii. Registrar iv. Provost	Intellectuals that are world experts in their various disciplines  Staff/Student exchange with collaborating institutions
8.	Community service	i. Outreach programmes  - Provision of relevant outreach programmes that will foster capacity building within Osun State in particular and the nation in general  ii. To undertake a college of management	i. To run Diploma programmes and short certificate courses in identified areas of need so as to enhance human capacity building  ii. Preparation of well researched manuscript whose target audience will be	Classrooms, academic and non academic staff, Office space, furniture, equipment and goodwill in the University host community	On-going	On-going	On-going	On-going	Review	University funding and Internally Generated Revenue	i. Vice-Chancellor ii. Provost	Cordial relationship with host community

		and social sciences textbook series on the basic subjects in management and social sciences	students within senior secondary school system									
9.	Recreational and social facilities	To improve sport and recreation facilities	i. To provide students with a wide range of social sporting activities through the establishment of social and recreational facilities  ii. To encourage students to participate in sporting activities	Cyber café, sport centre, sport equipment, shops and stores	On-going	On-going	On-going	On-going	Review	University funding	i. Vice-Chancellor ii. Provost	i. Functioning sporting and recreational facilities  ii. Physically fit students
10.	Ethical orientation	To use the 'departure philosophy' as spring board to achieve excellence in University governance and developing	To embrace continuous orientation of staff and students	Staff and students' handbook	On-going	On-going	On-going	On-going	Review	University funding	i. Vice-Chancellor ii. Registrar iii. Provost iv. Dean of Student	Disciplined staff and students

		students to their fullest potential academically, morally and ethically i.e the concept of 'total man development'										Affairs	
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## **5.8 SCIENCE ENGINEERING AND TECHNOLOGY**

### **Introduction**

With the establishment and successful take-off of Osun State University as the 30<sup>th</sup> State University and the 80<sup>th</sup> University in Nigeria, and its defined mission and vision statements, that are meant to stand the University out as a citadel of excellence, there is the need to constantly review its strategic plans, re-access its goals and targets and optimize the use of its resources.

The encouragement and advice by Government through the National Universities Commission to Nigerian Universities and Inter-University Centres to embark on strategic planning in order for these organizations to achieve set goals, make it imperative that Osun State University should constantly review its strategic plans to prudently manage its resources and thus reap the most reward from the exercise.

In line with the forgoing, the directive by the Management of Osun State University to the various College of the Institution to draw up a strategic plan for the College in most appropriate, as it would enhance the focus of the College and make them strategically placed to execute the remain mandate and goals for which the University was established.

### **Background Information on the College**

The College of Science, Engineering and Technology is one of the Six College that took off at the inception of the University, it was established to cater for the needs of students in Science, Engineering and Technology, and in particular to offer teaching, research and community service in these areas. The vision, mission, philosophy and objectives of the College are in tandem with that of the University.

### **Vision of the College**

To be a centre of excellence providing high quality teaching and learning experiences in Science, Engineering and Technology, that will engender the production of entrepreneurial graduates in these disciplines, capable of impacting positively on their environment while being globally competitive.

### **Mission of the College**

To create a unique College committed to the pursuit of academic innovations, skill-based training in Science, Engineering and Technology and a tradition of excellence in teaching research and community service.

### **Philosophy**

To continually respond to the changing imperatives in Science, Engineering and Technology and seek to raise men and women imbued with the requisite skill, knowledge and competencies in Science, Engineering and Technology, to be arrow heads of the socio-economic and technological development of Osun State in particular and Nigeria in general.

### **Objectives**

In a bid to achieve its mission, the College of Science, Engineering and Technology shall be firmly committed to offering students of widely varied ages, background, interest and needs, a broad range of educational opportunities and experiences in Science, Engineering and Technology which will enable them to function as productive members of the society. Its objectives shall be;

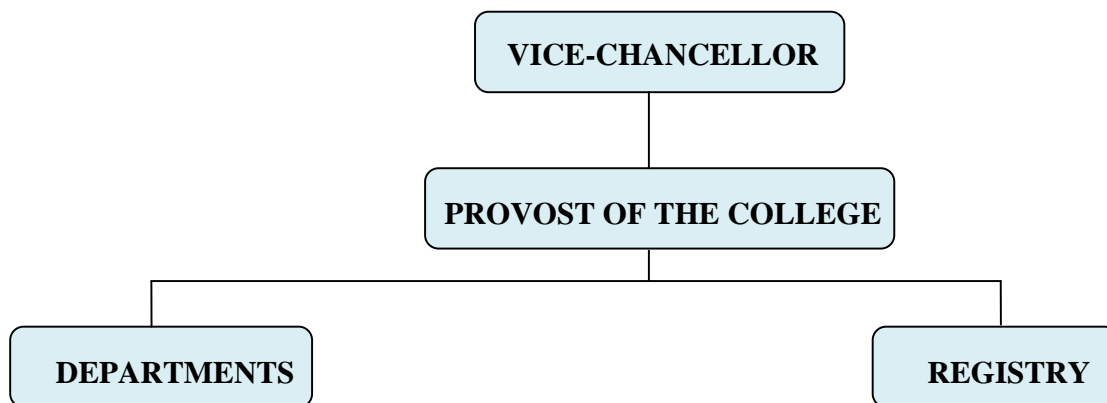
- i. To provide a wide range of quality learning opportunities for undergraduate and postgraduate students in Science, Engineering and Technology without distinction of race, creed, sex, religious or political conviction such that will enhance their best intellectual, social and personal development;
- ii. To provide academic, professional and vocational training of high quality in Science, Engineering and Technology, in such a way as to enrich and improve the state, national and international human resources capabilities and assist its graduates to contribute to the common good of society;
- iii. To promote high standard o teaching and scholarship in Science, Engineering and Technology, and encourage participation on professional activities;

- iv. To foster academic research in Science, Engineering and Technology, which contributes to human knowledge and the vitality of the institution;
- v. To encourage thoughtful and responsible staff and student participation in local, national and international affairs;
- iv. To maintain the highest academic standards in respect of the University degrees and other awards and to preserve and protect their reputation and integrity;
- vii. To evolve academic programmes in Science, Engineering and Technology to suit the changing social and economic needs of society through continuous review of curricula and development of new programmes to respond to societal and technological changes in Osun State in particular and Nigeria, and the world in general;
- viii. To advance human culture and improve human life through the development, refinement and to prepare competent graduates to meet the developmental needs of Osun State in particular and Nigeria in general;
- ix. To institute and award fellowships, scholarships, studentships, prizes and other aids to study and research in Science, Engineering and Technology;
- x. To make provisions for research, design, develop, testing, advisory and consultancy services in Science, Engineering and Technology and with these objectives to enter into such arrangements with other institutions or public bodies as may be thought desirable;
- xi. To print, reproduce and publish works of research and such other works in Science, Engineering and Technology as may from time to time be thought fit by the University;
- xii. to sell or provide for reward or otherwise such books, stationery and other goods and services in Science, Engineering and Technology as may be expedient and consistent with objectives of the University;
- xiii. To demand and receive fees and procure contributions to the funds of the University and to raise money in such other manner as the University may deem fit;

- xiv. To act as trustees or managers of any property, legacy, endowment, bequest or gift for the purposes of education or research, or otherwise in furtherance of the work and welfare of the University, and to invest and funds representing same in accordance with the provisions of the status;
- xv. To relate its activities to the social, cultural and economic needs of the people of Osun State and Nigeria;
- xvi. To be a world-class College based on a reputation for quality and integrity in all aspect of the tripartite functions of the University;
- xvii. To do all such things as may advance the object of the College and the University.

### **Governance and Administration**

The administrative set-up of the College is as illustrated by the organogram in Chart 1.



**Chart 1. Organogram of the College of Science, Engineering and Technology**

The chart indicates an administrative structure that revolves round the Provost and the Heads of Departments. It is worthy of note that because of the phased nature of the commencement of

academic programmes, the College of Science, Engineering and Technology took-off with six Departments

### **Academic Departments and Programmes**

The College currently operates an administrative system in which academic Departments function rather than Faculties. The College academic departments and programmes are phased in strict adherence to the carrying of the College and the University, and to ensure planned and orderly development of its programmes and Departments. Consequently upon this College has, at inception, the following Departments and programmes. The Departments are Biological Sciences, Mathematical and Physical Sciences, Geological and Chemical Sciences, Civil and Electrical and Electronics Engineering and Communication and Information Technology. The 8 programmes include Microbiology, Civil Engineering, Electrical Engineering, Physics with Electronics, Biochemistry, Industrial Chemistry Geology and Computer Science.

<b>Department</b>	<b>Programme</b>
Biological Sciences	Microbiology
Engineering	Civil Engineering Electrical and Electronic Engineering
Physical and Mathematical Sciences	Physics with Electronics Mathematics and Statistics
Geological and Chemical Sciences	Geology Biochemistry Industrial Chemistry
Computer and Communication Information	Computer Science

The academic programmes of the College are being run by competent, experience and dedicated lectures, with assistance provided by adjunct lecturers recruited to handle courses where full time lectures are inadequate.

### **Physical Facilities**

The College of Science, Engineering and Technology is housed in a 6-sided two storey building and 2 L-shaped bungalows on the Main Campus of the University. The College main building houses, the Provost Office with 29 other offices, eight seminar/conference rooms, five laboratories, two lecturer theatres, ICT laboratory and a library, while the two bungalows have five laboratories and five lecture rooms.

The ICT laboratory is housed on the ground floor of the College building. It is a 35-sitter laboratory equipped with 35 computer units, a server room and two staff offices. The ICT laboratory is accessible to all staff and students for their literature search and other academic uses.

The laboratory is housed on the ground floor of the College Building. It is a 48-sitter library with two staff offices and a store for classified books. There are two shelves in the b\library housing various titles in Chemistry, Computer, Mathematics, Agriculture, Medicine, Technology, Microbiology, Electrical and Electronics, Social Sciences, Education, Music and Fine Art. It has reference and serials shelves. There are four professional staff and two support staff.

### **Staff and Students Population**

The College of Science, Engineering and Technology has staff strength of 29 made up of 17 academic staff and 12 administrative, technical staff and technologists. The academic, administrative staff ratio is roughly 1:3.

### Academic Staff

S/N	NAME	DISCIPLINE/OPTION	DESIGNATION
1.	Prof. Diran Famurewa (Dr.rer.nat.)	Microbiology	Provost
2.	Prof. Adebisi C. Ajibade (Ph.D.)	Geology	Visiting Professor
3.	Prof. Clement W. Adegoke (Ph.D.)	Civil Engineering	Professor
4.	Prof. Ganiyu O. Olatunde (Ph.D.)	Zoology	Professor
5.	Prof. Emmanuel A. Ogunjumo	Urban & Regional Planning	Visiting Lecturer
6.	Prof. Alagbe W. Gbolagade	Mathematics	Professor
7.	Prof. Babajide M. Salami	Geology	Professor
8.	Prof. Kaku S. Nokoe	Statistics	Visiting Professor
9.	Dr. John N. Lambi	Chemistry	Visiting Associate Professor
10.	Dr. Samson A. Adeyinka (Ph.D.)	Urban & Regional Planning	Visiting Senior Lecturer
11.	Dr. Sunday A. Adebisi	Chemistry	Senior Lecturer
12.	Dr. Israel O. Oyewole	Biochemistry	Senior Lecturer
13.	Dr. Siyaka A. Aliu	Elect/Elect	Senior Lecturer
14.	Dr. Janet O. Olaitan(Mrs.) (Ph.D.)	Microbiology	Senior Lecturer
15.	Dr. Gbadebo I. Olatona (Ph.D.)	Physics	Lecturer I
16.	Dr. Abiodun A. Ajiboye	Plant Biology	Lecturer I

17.	Dr. Sunday B. Akinde	Microbiology	Lecturer I
18.	Dr. Caleb O. Akanbi	Computer Science	Lecturer I
19.	Dr. Kamil A. Fasasi	Entomology	Lecturer II
20.	Dr. Waidi F. Sule	Virology	Lecturer I
21.	Engr. Moses A. Ogunbiyi	Civil Engineering	Lecturer II
22.	Mr. Martin B. Gasu (M.Sc.)	Urban & Regional Planning	Lecturer II
23.	Mr. Lawrence O. Omotosho (M.Sc.)	Computer Science	Lecturer II
24.	Mrs. Taiwo O. Ojurongbe (M.Sc.)	Statistics	Lecturer II
25.	Mr. Oluseye O. Abiona (M.Sc.)	Food Chemistry	Lecturer II
26.	Mr. Olusegun O. Alabi (M.Sc.)	Physics	Lecturer II
27.	Engr. Afeez A. Bello (M.Sc.)	Civil Engineering	Lecturer II
28.	Engr. Kehinde A. Fayemiwo	Chemistry	Lecturer II
29.	Mr. Tesleem Kolawole	Geology	Lecturer II
30.	Mr. Morufu O. Olayiwola	Mathematics	Lecturer II
31.	Mr. Patric Ozoh	Computer	Lecturer II
32.	Mr. Oluwafemi J. Ayangbekun	Computer	Lecturer II
33.	Mr. Kehinde A. Bashiru (M.Sc.)	Mathematics	Lecturer II
34.	Mr. Olukayode Adebimpe	Mathematics	Lecturer II
35.	Mr. Ebenezer I. Ajayi	Industrial Chemistry	Assistant Lecturer
36.	Mrs. Tolulope T. Oyeniya	Microbiology	Assistant Lecturer



37.	Mrs. Folashade M. Adeyemi (M.Sc.)	Microbiology	Assistant Lecturer
38.	Mr. Wasiu B. Agbaje	Mathematics	Assistant Lecturer
39.	Mr. Mutiu A. Fakunle	Mathematics	Assistant Lecturer
40.	Mrs. Bukola I. Fakayode	Microbiology	Assistant Lecturer
41.	Miss Toyin M. Salawu (B.Sc.)	Zoology	Graduate Assistant
42.	Mr. Omotayo O. Oyedara (B.Sc.)	Microbiology	Graduate Assistant
43.	Mr. Ahmeed A Wahab (B.Sc.)	Microbiology	Graduate Assistant
44.	Mr. Adebayo I Anifowose (B.Sc.)	Industrial Chemistry	Graduate Assistant
45.	Mr. Hammed Lasisi (B.Sc.)	Elect/Elect	Graduate Assistant
46.	Mr. Kehinde O. Alawode (B.Sc.)	Elect/Elect	Graduate Assistant
47.	Mr. Titus O. Ajewole (B.Sc.)	Elect/Elect	Graduate Assistant
48.	Mr. Oyetunji B. Okedere (B.Sc.)	Elect/Elect	Graduate Assistant
49.	Mr. Luqman K. Abidoye (B.Sc.)	Chemical Engineering	Graduate Assistant
50.	Mr. Ebenezer Ojo (B.Sc.)	Chemical Engineering	Graduate Assistant
51.	Mr. Olakunle Kayode (B.Sc.)	Mechanical Engineering	Graduate Assistant
52.	Mr. Ayodeji Ajayi	Architecture	Graduate Assistant

#### **Administrative Staff and Technologist/Technical Staff**

<b>S/N</b>	<b>NAME</b>	<b>DISCIPLINE/OPTION</b>	<b>DESIGNATION</b>
1.	Mr. Sunday O. Abokede	Senior Assistant Registrar	College Secretary

2.	Mrs. Oluwaranti F. Titiloye (Mrs.)	Confidential Secretary I	Provost Office
3.	Olusola E. Oladapo (Mrs.)	Clerical Officer	Provost Office
4.	Latifat A. Abidoye (Mrs.)	Clerical Officer	Biological Sciences
5.	Mr. Olumuyiwa A. Kolapo	Senior Technologist	Chemistry Laboratory
6.	Mr. Peter A. Oluwafisoye	Senior Technologist	Physics Laboratory
7.	Mrs. Bose Ojuola	Technologist II	Physics Laboratory
8.	Mrs. Modupe D. Ajiboye	Technologist II	Biology Laboratory
9.	Miss Odun Oladejo	Senior Lab. Assistant	Biology Laboratory
10.	Mrs. Adejumo Olubunmi	Senior Lab. Assistant	Chemistry Laboratory
11.	Mr. Seun Ogunleye	Laboratory Assistant	Chemistry Laboratory
12.	Precious Kiyesola	Laboratory Assistant	Physics Laboratory
13.	Gbenga Ibironke	Laboratory Assistant	Physics Laboratory
14.	Ola Richard	Microbiology	Biology Laboratory
15.	Damilola Oluwanifesi	Office Assistant	Geological & Chem. Sc.
16.	Ayoola Oyedeji	Administrative Assistant	Provost Office
17.	Adejoke J. Ebo	Assistant Secretary	Biological Sciences.

### Student Population

S/N	SESSION	PROGRAMME	NO OF STUDENTS
1.	2007/2008	100 Level	120
2.	2008/2009	100 Level	246
		Foundation	144
		200 Level	07
3.	2009/2010	100 Level	
		Foundation	
		200 Level	
		300 Level	

The total student population during the 2007/2008 session was 120 while for the current 2008/2009 session a total of 397 students has so far registered at the College office. The academic staff : student ration was 1:10 during the 2007/2008 session while for the 2008/2009 session, the academic staff:student ration stands at 1:30 which far exceeds the recommended academic staff : student ration contained in the NUC Minimum Standard document for Science, Engineering and Technology.

## **THE STRATEGIC PLAN OVERVIEW**

Although the College of Science, Engineering and Technology came into existence at the inception of the University, some social, economic and technical forces would have impacted on its development. The concept of developing a strategic plan for the College has therefore provided the opportunity to its leadership and the University Administration to evaluate its internal strengths and weakness and how these align with the many opportunities and threats that result from local, national and global forces of change. Such forces of change include the pressure of rising, student population in the College and its attendant consequences.

### **The College Environment**

The following agencies have been identified to have impacted and continue to impact on the development of the College:

- Federal/State Ministry of Education/National Universities Commission
- Federal/State Ministries of Agriculture and Rural Development
- The State Assembly
- The University's Catchment Area
- The Global Environment'

### **The Stake Holders**

The following bodies have been identified as the College State Holders:

- The State Government
- The Council and Management of the University
- The Students
- The Parents
- The Alumni Association (when established)
- The Community
- The Employers of Labour
- Service Provider

- Professional Providers
- Donor Agencies

The successful execution of the College's mandate depends on the positive influence of the stake holders on the policies and programmes of the College, as well as its well being.

## **Strengths**

The College strengths are noticeable in the following areas:

- Strong political commitment to the existence of the University and good funding by the State Government.
- Attraction and retention of highly qualified, experienced, committed and seasoned scientists and lecturers.
- Sponsorship policy of the University for Doctoral fellows that will eventually form the backbone of the academic staff of the University.
- Good ad focused leadership at the University and College levels
- The location of the College on the main campus of the university with easy access to the University Management and general resources.
- The College has functional buildings and well planned infrastructural facilities which impact positively on its activities.
- There are functional and comfortable office spaces, fairly equipped laboratories, and fairly adequate lecture rooms, pipe borne water, other infrastructural facilities and fairly stable electricity supply.
- Unhindered access to the internet by both staff and students, with resultant effect on currency of information in various disciplines run by the College.
- Access to a good and well-equipped functional visual library.
- The College runs academic programmes, such as the new Foundation programmes, which contribute to the student population of other College within the University.
- The College research out-put has enjoyed patronage from governments and its agencies
- Some programmes of the College have unique features that have the potentials of enhancing the image of the University as centre of academic excellence.

- Good staff morale due to the effective leadership in the institution.

## **Weakness**

Despite the identified strength and capabilities, the College has the following weakness that need to be addressed for it to effectively execute its mandate.

- Inadequate staff strength with resultant work pressure on the staff on ground.
- Increased students' population due to admission into the Foundation Programme and 100 level students.
- Lack of Hostel Accommodation for students.
- Transportation and communication difficulties being experienced by both staff and students.
- Poor internet signals (occasioned by difficulties experienced by service provider).
- Inadequate (physical) Library facility.
- Absence of recreational restaurant for the staff and students' population
- Absence of recreational sporting facilities on campus
- Heavy workload for students leaving no opportunity for students with carry over courses to register for those courses in the following session/semester.
- Inadequacy of funds to the College.

## **Opportunities**

Despite the weaknesses identified, the College has the following great opportunities:

- Increased in number of students seeking admission into the University and College;
- Construction of planned three 750 seater Lecturer Theatres by the University which is expected to solve the problem of inadequate teaching space and thus increase the College's capacity to admit more students;
- Plans by the University to construct a modern library complex to strengthen the existing e-library as its backbone;
- Attraction of more academic staff through continuing attractive employment policies of the University Administration;

- The improvement of its income through consultancy and professional services;
- Establishment of effective and responsive linkages with scientific and engineering industries and institutions.

### **Threats**

The College enviable strength and opportunities are threatened by the following:

- High student enrolment without a corresponding increase in staff recruitment and office accommodation;
- Inadequate classroom and laboratory spaces occasioned by high students' enrolments;
- Poor internet signals;
- Lack of stable power supply.

### **Strategies**

The following strategies are recommended to actualize the College mandate:

- Improve and increase work environment to attract competent and experienced staff, through the provision of conducive environment for teaching and learning, and the provision of recreational amenities for staff and students;
- Promote internal efficiency and discipline among staff in particular and by extension students;
- Mounting unique programmes to attract more student i.e. Biotechnology, Environmental Science, Molecular Biology, Forensic Science, etc;
- Maintenance of the good, efficient and dynamic leadership in the College;
- Initiate more generating programmes/projects (consultancy);
- Divest from non-cost effective activities;
- Improve on maintenance culture;
- Improve reward system for individuals or departments for outstanding and dedicated contribution to the advancement of the College;
- Enter into linkage/cooperative programmes with other institutions/industries, within and outside Nigeria and utilize the resulting partnership to optimize the use of resources;

- Fund conference and research projects, of benefit to the State in particular and Nigeria in general;
- Introduce courses/programmes leading to certificates, diplomas, etc. These will assist our students to expand their educational horizon in all ramifications, to become rounded and globally complete;
- Provide recreational facilities for staff and students, and promote healthy competition among staff and students;
- Embark on activities that will engender the College to the immediate community. Such activities will include, but not limited to the control of environmental pollution/environmental matters.

### **Strategic plan from 2008/2009 to 2012/2013**

The College of Science, Engineering and Technology needs to carve a niche for itself as a reputable College in the Nigerian University System. To do this, the College must set priorities and offer those programmes that are most needed in the community it serves and/or its catchment areas, and which must of necessity be closely linked with the Mission Statement and its stated objectives.

In line with the foregoing, the College must examine where it is, where it wants to be within the next 5 years and where it should be at maturity. A 5-year strategic plan is presented as follows;



S/N	Thematic Area	Activity	Strategy	Requirement	Time - Frames					Financial sustainability	Responsibility for Action	Performance Indicator
					2008/2009	2009/2010	2010/2011	2011/2012	2012/2013			
1.	Structure of Academic departments	<p>Faculty of Basic and Applied Sciences</p> <p>i. Dept. of Biological Sciences</p> <p>- B.Sc Biological Sciences with options in Microbiology, Botany and Zoology</p> <p>ii. Dept. of Physical and Mathematical Sciences</p> <p>B.Sc Physical and Mathematical Sciences with options in</p>	<p>Develop curriculum following NUC guidelines</p> <p>- Give backing to the creation of the faculties and programmes through official pronouncement</p> <p>- Recruit senior academics to head the created faculties and develop programmes</p> <p>- Recruit more academic staff following NUC</p>	Implement curriculum, provide necessary equipment and personnel	On-going	On-going	On-going	On-going	Review	University funding	<p>i. Vice-Chancellor</p> <p>ii. Senate</p> <p>iii. Provost College of Science Engineering and Technology</p>	Operational curriculum and commencement of academic activities

		<p>Physics with electronics, Mathematics and Statistics</p> <p>iii. Dept. of Geological and Chemical Science</p> <p>- Geological and Chemical Sciences with options in Geology, Chemistry, Industrial Chemistry and Biochemistry</p> <p>iv. Dept. of Communication and Information Technology</p> <p>- B.Sc Computer science</p> <p>Faculty of Engineering</p> <p>i. Dept. of Civil Engineering, Electrical and Electronic</p>	<p>staff/student ratio</p> <p>- Ensure NUC Academic/Administrative staff ratio</p> <p>- Ensure completion of the college of Health Sciences to allow for more office spaces for SET</p> <p>- Fund the created faculties and programmes</p> <p>- Admit students into the created programmes</p> <p>- Collaborate with professional bodies/Affiliates of the proposed</p>									
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		<p>Engineering</p> <p>- B.Tech Civil Engineering</p> <p>- B.Tech Electrical Engineering</p> <p>- B.Tech Mechanical Engineering</p> <p>Faculty of Environmental Sciences</p> <p>i. Dept of Urban and Regional Planning</p>	<p>programmes</p> <p>- Adopt unique and sellable faculty and programme names</p> <p>- Ensure completion of main library complex</p> <p>- Construct more classrooms, laboratories and provide more office spaces</p> <p>- Fund and encourage capacity building Through training scheme</p>									
2.	Students population		- Increase yearly admission rate by 1200		120	470	1200	1200	1200		<p>i. Vice-Chancellor</p> <p>ii. Provost</p>	

			<ul style="list-style-type: none"> <li>- Where NUC quota is lower than available facilities can handle, make up for deficit through the pre-degree and foundation programmes</li> <li>- Encourage students to enroll in less preferred departments</li> <li>- Reduce or eliminate change of departments/programmes</li> <li>- Recruit more academic staff following NUC staff/student ratio</li> <li>- Ensure early completion of the college of Health Sciences to allow for</li> </ul>										
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			more office spaces for SET - Ensure the completion of the main library and its automation - Construct more classrooms, laboratories and provide more office spaces									
3.	Curriculum development	i. Re-examine the existing curricula to reduce academic load of the student without loss in the quality of the degree to be awarded  ii. Re-evaluate the current courses and their contents with a view to developing and improving the	i. Constitute a University-wide curriculum committee  ii. Constitute a college curriculum committee composed of experienced academics  iii. Involve likely end-users that is, organizations and industries,	Implement curriculum	On-going	On-going	On-going	On-going	Review	University funding	. Vice-Chancellor  ii. Senate  iii Registrar  iv. Provost SET  v. Director of Academic Planning	Operational curriculum

		<p>curricula of the courses</p> <p>- Ensure that the course content are in consonant with minimum academic standard as contained in the NUC document</p>	as appropriate										
4.	Expected academic staff requirement	<p>Faculty of Basic and Applied Sciences</p> <p>i. Dept. of Biological Sciences</p> <p>- B.Sc Biological Sciences with options in Microbiology, Botany and Zoology</p> <p>ii. Dept. of Physical and Mathematical Sciences</p> <p>- B.Sc Physical</p>		<p>Professor</p> <p>Reader</p> <p>S/Lecturer</p> <p>Lecturer I</p> <p>Lecturer II</p> <p>A/Lecturer</p>	<p></p> <p>1</p> <p>1</p> <p>-</p> <p>1</p> <p>1</p> <p>1</p> <p>-</p>	<p></p> <p>1</p> <p>-</p> <p>1</p> <p>1</p> <p>-</p>	<p></p> <p>2</p> <p>1</p> <p>1</p> <p>2</p> <p>3</p> <p>-</p>	<p></p> <p>2</p> <p>1</p> <p>1</p> <p>2</p> <p>3</p> <p>-</p>	<p></p> <p>Full staff complement</p>				

		and Mathematical Sciences with options in Physics with electronics, Mathematics and Statistics		Professor		-	1	1	Full staff compl ement			
				Reader	-	-	-	-				
				S/Lecturer	-	-	2	2				
				Lecturer I	-	2	3	3				
				Lecturer II	2	4	6	6				
				A/Lecturer	4	-	-	-				
					-							
		iii. Dept. of Geological and Chemical Science										
		- B Sc. Geological and Chemical Sciences with options in Geology, Chemistry, Industrial Chemistry and Biochemistry		Professor		-	1	1	Full staff compl ement			
				Reader	-	-	-	-				
				S/Lecturer	-	-	3	3				
				Lecturer I	-	1	4	4				
				Lecturer II	1	1	1	1				
				A/Lecturer	1	-	-	-				
					-							
		iv. Dept. of Communication and Information Technology										
		- B.Sc										

	Computer science											
	Faculty of Engineering					-						
	i. Dept. of Civil Engineering, Electrical and Electronic Engineering	Professor				-	1	1	Full staff complement			
	- B.Tech Civil Engineering	Reader	-		-	-	-	-				
	- B.Tech Electrical Engineering	S/Lecturer	-		-	-1	1	1				
	- B.Tech Mechanical Engineering	Lecturer I	-		2	2	2	2				
		Lecturer II	-		-	1	1	1				
		A/Lecturer	2		-	-	-	-				
			-									
	Faculty of Environmental Sciences											
		Professor			1							
		Reader	1		-	4	-	4	Full staff complement			
		S/Lecturer	-		-	-	-	3				
	i. Dept of Urban and Regional	Lecturer I			-	3						



		Planning		Lecturer II	-	2	3	3				
				A/Lecturer	-	-	2	2				
					2		-	-				
					-							
				Professor		-		1				
				Reader	-	-	1	-	Full			
				S/Lecturer	-	-	-	1	staff			
				Lecturer I	-	-	1	1	compl			
				Lecturer II	-	1	1	1	ement			
				A/Lecturer	1	-	1	-				
					-		-					
5.	Research	To set up of entrepreneurial scheme and projects which will involve as	To considered and execute projects in the form of business	i. Develop award winning proposals ii. Sourcing for	On-going	On-going	On-going	On-going	Review	University research grant, national and international	i. Vice – Chancellor ii. Provost	Dissemination of research result through

		much as possible both staff and students adopting the principles of best practices.	enterprise. Example included but not limited to; - Fisheries  - Metal fabrication  - Wood work  - Glass blowing  - Bakery  - Water and other drinks packaging	national and international research grants						research grants		conferences and scholarly journals
6.	Professional certification	To expose students to professional training and ensure certification in relevant professional examinations	i. Invitation of resource for hands-on skills acquisition training of students	Membership of professional associations	On-going	On-going	On-going	On-going	Review	University funding, grants from professional association and personal financing by students	i. Vice-Chancellor ii. Senate iii. Provost iv. Director of Academic Planning.	i. Mutual cooperation with professional associations  ii. Certification of students by professional associations

7.	Linkages and collaboration	To intensify its drive for linkages and collaboration with identified and selected national and international institutions in the areas of needs to enrich knowledge of staff and students and for adequate exposure	Develop Memorandum of Understanding with collaborating institutions	Implement Memorandum of Understanding	On-going	On-going	On-going	On-going	Review	University funding, national and international grants	i. Vice-Chancellor ii. Senate iii. Registrar iv. Provost	Intellectuals that are world experts in their various disciplines  Staff/Student exchange with collaborating institutions
8.	Community service	To embark on very strong presence and interaction with the Community, particularly the immediate community	Constitute committee to identify relevant community services to be offered to host communities	Personnel to execute community development projects and goodwill in the host community	On-going	On-going	On-going	On-going	Review	University funding and partnership with host community	i. Vice-Chancellor ii. Provost	Cordial relationship with host community

		through services not limited to academic activities but also including such addressing environmental issues among others and as will be identified from time to time											
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