

NEWSLETTER OF FEDERAL UNIVERSITY OF TECHNOLOGY, OWERRI

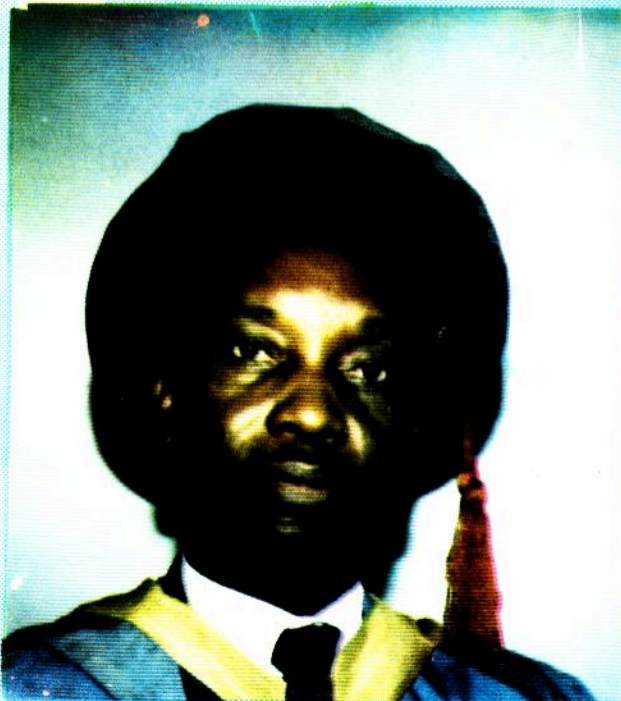
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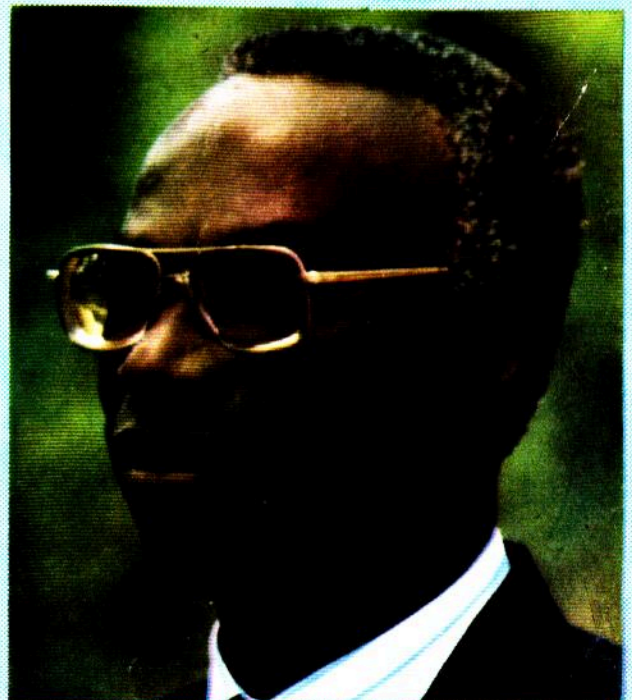
Engr. Prof. C.O.G. Obah - VC

Celebrating
THE FUTO
Consciousness

10/1/97



Prof. S.C.O. Ugbolue - DVC



Mr J.C. Anafulu - UL

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FROM THE EDITOR'S DESK



In this loaded edition, we set out to unravel a mystery, to explode a myth that has refused to go away, to practically dismantle and tear apart a stubborn phenomenon

called 'the FUTO mystique'. It was a rewarding task. To some, it is the 'FUTO Culture', others believe it is merely the 'FUTO Tradition' while many have come to accept it as the 'FUTO Consciousness' - an amazingly compelling dynamic and patriotic attachment to FUTO and its cause driven by a knack for creative excellence amongst its workforce.

We confronted the progenitors and movers of this ideological marvel. Their logic was simple, original and engaging. Firstly we interviewed the Deputy Vice-Chancellor (Admin) Prof. S.C.O. Ugbolue who contended that "FUTO has been adjudged to be one of the best technological universities in this country for today..." Next, we interviewed the University Librarian Mr. J.C. Anafulu who avers that "FUTO is unique. If you get there, it is not like any other University"... Finally, we had a revealing encounter with the Vice-Chancellor, Engr. Prof. C.O.G. Obah who affirms that "It is FUTO consciousness that really pushes us in this environment for all successes we have made ...as a premier university of technology set out to lead the way for others to follow..."

FUTO Consciousness has thus become a veritable and monumental paradigm of administration and development in the Nigerian University system.


CHIKE EZENWA

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A SPECIAL INTERVIEW WITH THE VICE-CHANCELLOR

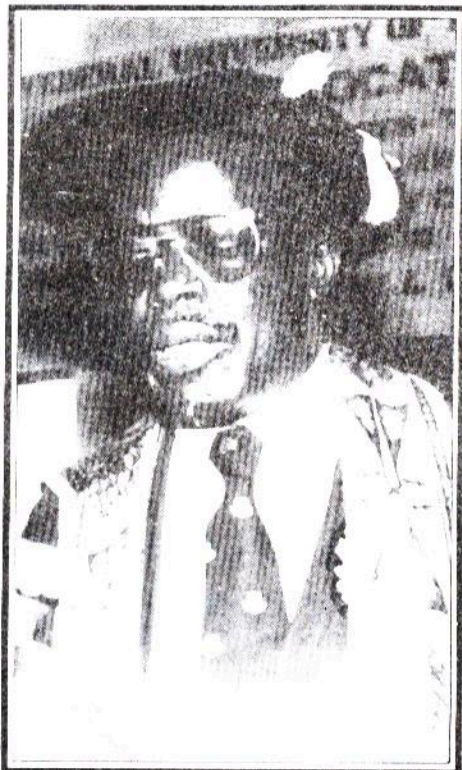
Newsletter: In Retrospect, how would you assess your first term of 4 years as Vice-Chancellor, based on your stated 12 point programme of action for the University?

Vice-Chancellor: Self assessment is always very difficult, but I will rather say that it was a very rewarding period and the objectives which you call the 12-point manifesto was almost 100% achieved. That makes it very rewarding. It was also a trying period of four years during which by the grace of God, we had wonderful success.

Newsletter: Much has been written and said about the relocation of the University. Insiders consider it your highest score point, while outsiders believe it was a sheer miracle. In your own terms, what really happened?

Vice-Chancellor: Well, it depends on one's perspective. I would imagine that miracle is a relative word but in these days of dearth of miracles, it was a miracle of some form. But I believe that the achievement of the movement of FUTO from the Lake Nwaebere Campus to its Permanent Site was done principally on the fact that there is a survival instinct in the members of staff, to save the University. There was that esprit de corps that we must all come together, this is where we get our daily bread, a University with marvellous potentials and therefore, we should now all unite to face the challenge of letting this University not die. And as you know in those days, FUTO came from a period of uncertainty to a period when they knew that their lives were in their hands, their survival depends on them. You are all alone. And of course, just like the Israelites we were leaving a suffocating existence, to a kingdom

without end. Even though the facilities were not there, there was that euphoria to move from a suffocating area to one where you can have release of tension. So these things combined to give us that impetus of moving to the promised land.



Newsletter: There exists a strand of popular opinion among staff and students suggesting declining services in the Health Service Unit. Are you aware of this disturbing trend?

Vice-Chancellor: Well, 'disturbing' is again the word we have to look at very carefully. Yes, I am aware of the poor and very declining services. I am aware of the absenteeism, I am aware of so many complexes. Within the context of what is happening in the country and within the context of what happens outside FUTO, we would not say we are relatively worse off. But within the context of the mission and vision of FUTO, we are much below what we are supposed to be and that being the case, the administration is critically looking at the conditions in the Medical Centre vis-

a-vis, staff & materials in terms of drugs. We are looking at the responsibility of re-organising the Medical Centre in such a way as to make it more responsive to the demands and likes of the patients particularly.

Newsletter: You had a near absolute smooth sail into your second term going by the overwhelming support from the Council, Senate and greater majority of the University Community. Do you think the new 5 year single tenure announced by the Government would help reduce tension and acrimony associated with campaigns for appointment as Vice-Chancellor?

Vice-Chancellor: Well, it is a very good question. I believe that is the spirit of making it a one-term tenure. But let us look at it this way. A chap comes in to be Vice-Chancellor and before coming he has to struggle. He has to work and do all that are needed. Not only that, two years into the first term, he is already worried about the second term. He may decide then or wait till the third year or most likely sometimes, in the fourth year or before the end of the tenure, but that may be too late. Then he has a constant pressure of "can I make it into the second term?" So if he runs once and says "I know pretty well that in the next five years I will be out, then he gives his very best and gets out at the end of those five years, yes, pressure will be reduced. You see, the five-year one term gives one the opportunity to fight to either come in or prevent somebody from coming in. In the two-term period as we have now, the first time around everybody will be 'killing' each other before you come in. They still have the intention that you may contest for a second term, so they will be planning to have, their guns aimed at you for the second term. Petitions writings, calumny, character assassinations will be repeated, yes acrimony will be reduced, pressure on the

tier system of administration and there is no trouble in doing that because each tier knows fully its responsibilities and functions. So, the FUTO consciousness helped our people to quickly recognise the implication of the three tier thing in the university system and that is why they came back.

And we are saying FUTO consciousness precludes adverse effects, having not been forced, having now dialogued and having been convinced by themselves.

Newsletter: **One of the most unique features of the FUTO 8th Convocation is the donation by the friends of Lt. General J.T. Useni. We would like to know whether this pledge has been redeemed.**

Vice-Chancellor: Everybody is worried about that pledge. You have to look at the pledge. It is one to be implemented by the people who pledged it, I believe we have satisfactorily concluded our own portion, because to implement that pledge involves erecting a structure and other things that follow. We have done our own. What is required of us is to 'design the structures' and other things. We are in constant touch with the Committee of Friends of Lt. General Useni and I believe sooner or later, they will be here to implement that pledge. They are responsible for the implementation, so I believe they will implement it. The last time we had contact with them, they were about ready to start, so we have to wait.

Newsletter: **Your recent policy of devolving powers to the middle and lower rungs of the administrative structure through the creation of 'co-ordinators' as new centres of power is both novel and revolutionary in the university system. May we know what actually informed this decision?**



Vice-Chancellor: Thank you for the question. Well, one believes that in a corporate system, if one concentrates all the powers within himself, it becomes very difficult for any efficient progress at all. Therefore, the idea of helping people to release their energies for the better good of the corporate system is the modern trend in governance. And our universities have been very conservative in the past so when I took over, I thought, let us try that, and that means a lot of real trust, you are placing trust on people. So, we believe that the people at the head whether the Vice-Chancellor, the Bursar, the Registrar, the Librarian, different departmental heads and the Deans, all those in responsible positions should really entrust parts of their powers, part of their responsibilities to their subordinates.

It has a lot of advantages, as I mentioned before. It will relieve the Principal Officer or the Head of Department of much strain and stress by letting him have more time to relax, innovate and so on. Because if he is always doing these little, little jobs, he will not have the time to really take care of the department. If you remember, when I took over the mantle of this University, I appointed two Deputy Vice-Chancellors. You then see that the Vice-Chancellor needs to be helped, needs to be saved the trauma of getting all powers within himself. If therefore, he releases

some of these powers to his other Principal Officers and the Principal Officers, the DVs entrust them with more responsibilities, you find that there will be time to attend to more policy functions, try to do other things that are to the better improvement of the system.

So, when you come down to the co-ordinators the same idea that those that are co-ordinators will now get a better time, much more time, much more in quantum to relax and by relaxing they can just innovate more. And that also implies that they will have time to now give more trust because you are working with colleagues, you have to trust them and in so doing, we find that the performance of their departments will be greatly improved. And even the human relations there will also improve and both the Master and the Co-ordinator and the subordinates will become one happy family.

Newsletter: **Universities of Technology as specialised institutions, were established for specific National objectives, we would want to know whether they are indeed fulfilling these objectives?**

Vice-Chancellor: Well, that is a wonderful question, politically laden. If you go and look at all the statements we have been making since 1981, those statements were almost like prophecy. We foresaw right from the word 'go' that unless the Federal Government, the Proprietor really follows the Senate to set down philosophy, to set down vision of the University of Technology - sooner or later, if they do not do that, unless they do that, then we shall have a problem. Because, sooner or later, these universities of technology which are highly intensive in terms of financial requirements, equipment, manpower social equipment, unless the Federal Government does that, the universities of technology will sooner or later revert to what we call

the "traditional university". And that is what the Government set out to avoid because we need to technologically develop this Country, because a technologically developed country is really civilized and economically developed.

But looking at the operations, it is obvious that some how the proprietor has not succeeded in satisfying the financial requirements of the university set up. We have cried and cried. Still I suppose that adequate and in many cases, special funding will be required to have the Universities of Technology meet their defined goals and objectives within their mission. We have cried and if you look at what is going on nationally, the traditional universities are not meeting their financial needs. Now, we go from there to Universities of Technology. Obviously, you do not have to get a wonderful accountant to let you know that once the traditional universities are not meeting their financial obligations, those universities that are supposed to be much more costly than the traditional universities, namely, the Universities of Technology, cannot therefore, meet their financial obligations. So, in this context, we have not been well-funded.

Again, where do you lay the blame? You can only give what you have. Like the Romans used to say "Nobody gives what he does not have". Do we have enough money now to sustain the Universities of Technology? That is what the Government has now got to look into. Sustain all the universities including special universities if the mission and the vision specified for universities of technology by the founding fathers, if these are going to be satisfied, I have to say and I am saying again, and I will continue saying, universities of technology must be specially funded, special grants must be given to universities of technology. Otherwise, they shall not just be anything more than the traditional universities

which may sooner or later revert to glorious corporate bodies.

We believe that with the concern expressed by the Head of State over the mission, and with the formation of the Committee on Education which was inaugurated recently, a rational and realistic analysis will be given to the status quo of higher education particularly to the universities of technology with a view to ameliorating what deficiencies they have. And I believe that in the near future, universities of technology will come to really get adequate funding to be able to give their best.

Newsletter: We would now like to know the outcome following FUTO's leading initiative in complying with the Government 'return to classes' directive, the various unions, ASUU, SANU, NASU FUTO Chapters (now proscribed), began a historic negotiation with the University's Governing Council. What is now the true position of things with regard to these negotiations?

Vice-Chancellor: The historians or the watchers of FUTO will tell you even though we do not make too much noise over the media, we are still leading. We still give examples. The negotiations with the various groups of employees were completed before the ban on ASUU and other unions. So we had them all completed. As a matter of fact, I personally delivered bound copies to both the National Universities Commission, some to the Ministry of Education, some to the Director General of the Federal Ministry of Education and some to Prof. Umaru Shehu, Chairman of the Government Negotiating Team. So, with those submitted about two months ago, we are still giving the lead because as of now, it appears we are the one University that has completely completed negotiations with all the various cadres of employees.

Some just negotiated with the non-academics or the academics and they have not yet submitted the reports, but we have done the complete negotiations, complete write-up. And I believe that our own report will be taken again as the standard write-up and we are hoping that the Government will sooner or later have to extend some carrots to the staff.

Newsletter: The condition of the segment of the University Road leading to Ihiagwa Town through the back gate continues to worsen few weeks after the Estate and Works personnel worked on it. Do we expect fresh rehabilitation efforts?

Vice-Chancellor: Yes, there is no doubt about it. That segment of the road has been an eyesore and gives a very painful and uncomfortable ride. Even beyond the gate, though it is a State Road, we have quite a very uncomfortable stretch of the road, and that road seems to be heavy traffic laden. Yes, rehabilitation is a compulsory exercise. That road is going to be rehabilitated during this dry season.

Newsletter: From available statistics, the ratio of male staff to female staff members in FUTO is fast closing up. There is this nagging fear that efficiency and productivity will collapse when eventually, female staff members dominate? Do you have such fears?

Vice-Chancellor: Well, I did not believe you would be asking that question. Be careful on the gender question. I have never entertained fears about the gender question. One does not entertain fears about death how much more things that are quite temporary. I do not believe that if the female population overtakes the male population in FUTO, that there will be an adverse effect.

I believe that we must be maximising

and material resources for the better efficiency and progress of the University. So, if you wake up one day and find that the other person in your department is not there, do not lose hope at all because all you need to do is to maximise their usage. And now that we are talking about organising a lot of seminars, using modern equipment; the gender issue does not arise. You may find that a woman may become the Vice-Chancellor of FUTO and she may say that it is either females or nobody else. No, it is not a bad thing. But one may, on the other side, think of the availability of female staff in terms of work in that they have additional rest period if they are still of child-bearing age when they may have to go on maternity leave. Well, that is one of the hazards we have to accept if we are going to maintain harmony and good human relations and we are going to give everybody a golden opportunity to exert one's self, to release one's energy.

I do not believe this because the females are as intelligent as the males. As a matter of fact, it is my contention that many aspects of administrative and academic works are done by the females themselves. So, we do not want to generate a gender war in FUTO. I do not have any fears at all.

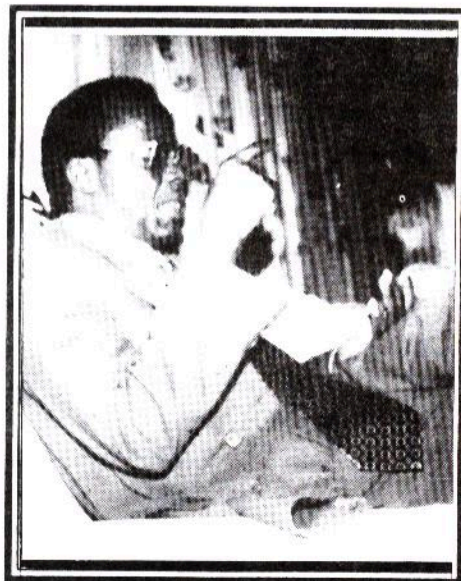
Newsletter: **Staff and Students Welfare always received top priority position during your first term. We would like to know whether there would be a shift in emphasis or an improved deal especially with regard to promotions, staff retraining and development?**

Vice-Chancellor: I think the answer is simply 'Yes', there will be improvement, there will not be any shift in emphasis. And if there is any shift in emphasis of course, it is the one for the better, much more so for the staff to be computer literate which has been my pet dream. I have been

dreaming and hoping that one day, everybody in FUTO will be computer literate, because I believe this will improve the performance of staff.

Staff and Students Welfare will continue to be a top priority during this second term because I believe as they say, "A healthy person is a happy person. If you are satisfied with your job, satisfied with yourself, you are healthy mentally and if you are healthy mentally, we hope you are going to be healthy bodily and if you are healthy mentally and bodily, we believe that your efficiency and your right orientation will be quite enhanced. And all these things combined, they will make you a better healthy person and that being the case, the corporate body within the umbrella you work, will be all the better for it.

If you look at what is going on, the Deputy Vice-Chancellors are working very hard to make sure that the promotions for this year's October are completed and I think they are almost completing them, as opposed to when we had about a year or so backlog.



Newsletter: **We would never be tired of talking about what FUTO suffered as a result of the movement from the Temporary Site to the Permanent Site. One of the debilitating fall outs of the movement experience is the incursion of poor work ethics in FUTO: staff**

arriving late and going early. Do you have any plan for staff Housing Scheme on Campus because we believe that one of the reasons for this lateness to work and early departure is as a result of the fact that there is no staff housing scheme on Campus?

Vice-Chancellor: Before I answer that question, I will like to differ a bit on the conception of what is the total cause of late to arrive early to depart. It is a national issue. If you really take statistics and compare the status quo in FUTO and other Ministries, you find that we are saints.

But that notwithstanding, remember FUTO consciousness is one of leadership, that we must give examples for others to follow. And to give examples, we must maintain the right attitude, the right orientation. All adverse effects will not be allowed to be located. So then, no matter how we feel about this syndrome, we have to take into consideration the national objective. But if we want to take into consideration our own state of mind, it is not permissible. Moving from the Temporary Site to here having no staff quarters, may have contributed and may still continue to contribute.

But I believe that to reduce it, we have quite a few scenarios. The first is to have staff quarters. Staff quarters in the Campus has been on the top list of our priorities and I believe too, that within a very short time, the Federal Government will come to the aid of FUTO. I believe too, that within the context of our own prioritization of projects, the staff quarters project will come on stream very soon, very very soon. So, we have it in our own agenda. We have it as a prioritized project. You see, the problem with prioritizing projects and executing them is that unless you have money, it means that if you do not execute the one slated for today, you are now forced to shift it forward. That is what is happening to the staff quarters. It is conten-

ding with the other top prioritised projects.

We are also trying to tackle the question of arriving late and going early by trying to find how to either increase the fleet of the vehicles and or keeping them in constant road worthiness. And again, we also have to try to make sure that the FUTO consciousness is kept alive by constantly reminding members of FUTO Community what this FUTO consciousness is and that it must be retained and maintained and catered for. If all these are combined, I believe that this syndrome, "coming late, going early", will be drastically reduced.

And may be I will use this opportunity to appeal to our members of staff that we have the FUTO Community Bank. One of the reasons given by staff for going early is that they want to go to the bank. I believe the bank is a stone throw from here. I am encouraging them to please shift their money from the various banks in the town to the FUTO Community Bank. I do assure them that the Bank is almost water tight, and by the grace of God, secured from distress.

Newsletter: **Factors such as poor funding, poor remuneration and drive for autonomy add up to the reasons for the distress in the University system. We want to know whether you have suggestions on how we can walk out of this log-jam?**

Vice-Chancellor: It is very difficult to have a definite and immediate suggestion for a cure. But I think we can start with the obvious things: - poor funding - increase the funding; - poor remuneration - increase the remuneration. I believe these two steps are being tackled now, but do not forget that various strikes culminating in ASUU strike were all meant to high-light these problems and also the steps taken by the Government

to advise staff to negotiate with their employers, the Governing Councils. These steps are also meant to be the first stage of looking at the solutions because the negotiation will now quantify the realistic amount needed to ameliorate the poor funding, the realistic amount needed for each University. It will also lessen the burden of poor remuneration. Thus, as you know, in FUTO we have finished, waiting for the Government for action. If the Government follows our own recommendations, we believe that the poor remuneration and poor funding will be drastically reduced.

But then, there are other problems which I believe the generality of Nigerians will take into consideration. As soon as they announce increased remuneration for staff, our brothers and sisters who are in the market will also raise the cost of their wares by ten fold. We end up being all the worse for it. So, I think we need to also see whether we can increase the patriotic feelings of our brothers and sisters who control the prices. May be I can use this opportunity and say that the Government has also got to find ways to stabilize the prices of things in the market. I believe at the moment they are almost stable. Prices of things are almost stable. But the Government will also make sure that when these increases are given, that the prices do not rise astronomically.

Newsletter: **We have always known your administration as being sensitive to the establishment of structures in this University. Availability of classrooms and administrative blocks are very vital for FUTO's development. What is the progress report on infrastructural development in FUTO generally?**

Vice-Chancellor: If I will start to judge the Administration, a cursory book at what is going on in the Campus you will see that there is a remar-

kable improvement in the progress and development of structures. But lots and lots of things need to be done. The quantum of the level of the structures and the requirements for them do not match. The level we have developed, people will come and say we have done wonderfully well, but they still forget that this is a 16-year-old University. For a 16-year-old University, the question is, the structures and infrastructures here, presently, do they satisfy the requirements of the age and the population of the University? The answer is "They do not". But I shall continue and continue saying that a lot of progress has been made towards achieving required structures and infra-structures needed for meaningful and conducive academic atmosphere. Presently, we hope that with availability of more funds, we are going to go into more infrastructures, opening of roads to sites and other structures. We are satisfied with the progress and our superiors are also happy with our progress.

Newsletter: **We will like to know from you Sir, what you will like to be remembered for at the end of the day, at the end of your second tenure as Vice-Chancellor, Federal University of Technology, Owerri.**

Vice-Chancellor: Thank you very much. I think the same question was asked in the middle of my first term. I think historically, I have answered that, but now that I have got into a second term, I have become more reluctant to answer. But let me buttress my answer, I do remember what I said when I came in: That I was looking forward to maximally using scarce resources to benefit a maximum number of people. And I think I have retained that and it appears unlikely to be drastically changed by events. And my second term as you know, is my last laugh and I believe you will not change that philosophy. We need people who can discern to examine

records, to look around at what has been happening. Yes, have people benefited? (benefit is not normally and exclusively financial benefit), but you have to look at the psychological well-being of the people and the rest of them. So, I think that philosophy represents what I will like to be remembered for.

Of course, I have an addendum. We seem to have done the impossible, moving the whole University unaided and unplanned to the Permanent Site. So I shall now silently remember myself as both Moses and Joshua. I will proudly say I was, during my tenure, both Moses and Joshua. I have 're-written' the Bible.

Newsletter Thank you for granting us this interview.

V.C: Let me use this opportunity to say that I am very impressed by your performance. (the Editor and his team) I think you have livened the Department-I do not need to do much talking but let the Vice Chancellor say that the devolution of powers philosophy has worked beautifully in your Department. Thank you.

COUNCIL AND MANAGEMENT TAKE STOCK

It was glee and fun all the way on Wednesday November 27th 1996 when the Pro-Chancellor on behalf of the Governing Council hosted a Luncheon for members of management, Deans/Directors, HOD's and Coordinators of the various units/programmes.

Speaking at the occasion, the Pro-Chancellor and Chairman of the Governing Council, Alhaji Sabi Idris, recaptured the precarious but bold stance taken by FUTO during the crisis. He recalled that the council met several times and formulated strategies on how to handle the situation through dialogue. The chairman berated the impression in certain quarters that lecturers in FUTO were coerced into signing the register. He congratulated the management and staff of the University for the heroism displayed during the strike.

The Vice-Chancellor in his speech reflected on all the problems FUTO had to grapple with in recent times and doffed his hat for the council, the management and the entire staff who braced up to the challenges. He also noted that his new policy of devolution of powers has brought about easier and smoother administration. Turning to his two deputy Vice-Chancellors whose sec-

ond tenure expires by January 1997, Prof. Obah called them 'The two giants' whose contributions to the success story of FUTO can never be diminished.

The toasts to the Federal Republic of Nigeria, to Imo State, FUTO, the Governing Council were proposed by Chief (Mrs) Titi Ajanaku, Prof. M. U Iloje, Mr Nick Onyechi and Prof. M A. Nwachukwu respectively.

Giving the vote of thanks, Mr. J. C. Anafulu, the University Librarian observed that the Pro-Chancellor is one of the longest serving Pro-Chancellors in the Nigerian University System and extolled his virtues of compassion, discipline and dedication to duty. Mr. J. C. Anafulu also praised the Vice-Chancellor on all his unique achievements especially with his pet programme of devolution of powers. The University Librarian also observed that the Vice-Chancellor must also be commended for his choice of personal staff. He specifically mentioned two: Mr. J. C. Uchegbu, secretary to the Vice-Chancellor whom he said "combines the humility of a saint with the tact of a diplomat" in discharging his duties and Mr. Chike Ezenwa, PRO and Ag. Head IPRP, for whom he had kind and encouraging words.

THE LAST TITAN

And he goes
The last titan
Rare intellectual wisdom
Swathe in mystery

He goes
At the appointed time
To complete the roll call
And bring to close
The honour roster
Of assignment accomplished
For titans consecrated

Like any was born
With some schooled
Interacted with many
Yet singled out he was
Destiny crawling at his heels
Son of the Niger

From a humble inertia he fought
Love gave him strength
And truth courage
To tramp societal evils
Squelch political ills
To messianic end
A legend of our time

He goes
A symbol of achievement Sure of self
Never in a hurry
Even to leave
The pleasant Earth

And now he goes
Not of conquer
Even by death
But of propensity
To put a seal
The era of titans

Galaxy lone moon
Gone but not
For souvenir abound
In memory distinguished act
Too worthy to ignore
Nation bereaved consoled

Titanic Zik
Zik of Africa
The first among equals
Who goes last.

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INTERVIEW WITH THE DEPUTY VICE-CHANCELLOR (ADMINISTRATION) PROF. S.C.O UGBOLUE

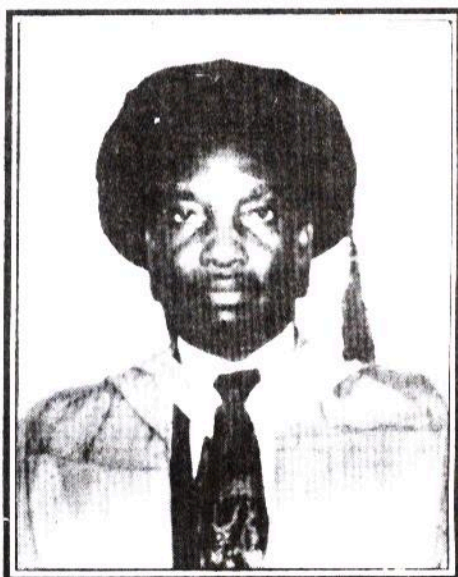
Newsletter: You have been the DVC (Admin) for nearly four years now. How has it been?

DVC(Admin): The position of the DVC (Admin) is the first in the history of the University. At the time this appointment was made, there was a lot of mis-interpretations of the role of the DVC (Admin). People felt that the DVC (Admin) was going to take over the role of the Registrar, but this is not so. The DVC (Admin) has specific roles assigned to him by council. He is to assist the Vice-Chancellor. When the Vice-Chancellor is away, the DVC (Admin) steps in. In addition to that, the role of the DVC (Admin) is to see that all the areas of staff appointments, promotions and appraisals of all the officers in the unified cadre from USS 6 to 13 are properly executed. We are supposed to formulate policies after due consultation with the Vice-Chancellor. These policies are introduced into the system as one of the laid down rules of the University. One of the areas of our mission was to look at junior staff who have stagnated over the years and draw up proposals on how they can be brought out from this stagnation. We should also be able to initiate policies which should be in the interest of the whole staff and that is why we had to modify the Scheme of Service for this cadre of staff. This modification has been submitted to Council for approval.

Newsletter: The idea behind the policy to buy things in large quantities is to reduce total cost. As the chairman of the bulk purchases committee, are you realising this objective?

DVC (Admin): A committee called the Bulk Purchases Committee was set up by the Vice-Chancellor. This Committee is chaired by the

DVC (Admin). The Committee is made up of all the Principal Officers of the University, Deans of Schools, the Chief Purchasing Officers and the Director of Works. The idea was that since there is this problem of cash flow and the reduction in subvention to Universities, it was decided that we pool together our lean resources and provide those items that are commonly required in all sections of the University such as stationaries, cleaning materials, toiletries, e.t.c. However, we have not had the resources to buy in large quantities as we hoped.



Newsletter: You are also the Chairman of the FUTO Bus Service and Transportation of Staff and Staff School Pupils we know, is a major problem to the Bus Service. What are the constraints facing the Bus Service?

DVC (Admin): The issue of provision of transportation for staff and pupils is a major problem to us now. But in the face of it, one can argue that the University is not obliged to provide transportation for everybody. However, we consider the fact that the present transport allowance paid to all cadres of staff is not adequate for staff to transport themselves to and from work. The University therefore, has subsidized this

by reducing the amount paid by staff and pupils. For example, the Bus Service charges N16.00 per person to go to work and come back instead of the N40.00 or so charged by the public transporters. When the Staff School first moved to the Permanent Site, its Management decided to use commercial vehicles to convey pupils from town. It was however, discovered that the pupils were not properly catered for and most parents were not able to pay the amount involved, so that arrangement was discontinued. This administration regards the Staff School as one of the social services rendered to encourage its staff and as part of their fringe benefits. The University has limited number of buses in the fleet. There is an immediate plan and a directive by the Vice-Chancellor that the two broken down buses be repaired and put in use. If we have enough funds, all we need to do is to buy two new buses and then increase the fleet and be able to provide more services.

Newsletter: What could explain the quick succession in the leadership of the FUTO Bus Service?

DVC (Admin): We have a Management Board and within the Board we have a Chairman, and Accountant, a Manager and a Supervisor. In the first three years, Dr. I.C Ogwude managed the Board he did excellently well as an expert. He laid a sound foundation. The users of the Bus Services - the stake holders complained bitterly about poor scheduling and apparent tendency to impose an academic on them. After reviewing everything, the Management Board decided that the best thing to do was to change the system, and to invite a non-academic to mount the saddle. We therefore, had to bring in Mr. Nwanganga, a former Union Leader, we also brought in a former Chairman of

Chairman NASU; Mr. H.I. Opara, to show that the Administration does not discriminate. Of course, Mr. Nwanganga's tenure was short-lived not because of incompetence on his part as some people try to insinuate, but because there was a poor cooperation between him and some of his colleagues in the Bus Service.

Newsletter: **The latest ASUU strike crippled the University system in Nigeria for nearly four months. As a seasoned Academic, how could you assess the position of ASUU.**

DVC (Admin): Yes, I was the founding Chairman of ASUU in this University from 1981 to 1983 and indeed, I was very active in the National Executive Committee when we negotiated the first unified Salary Scale. At that time, and in subsequent negotiations, the strategy had been to push forward ASUU demands with vigour, with clarity and with a clear sense of mission. Then the President Dr. Athahiru Jega, in the negotiations, realised that at a certain point one party has to give in. In all set-ups whether private or public there should be a point where we give or take. Dr. Asobie and his group would have said at a point, 'Let us at least concede something to Government' - either call off or suspend the action and follow a new strategy in order to achieve our demands.

By and large as an academic, I supported the demands because we all know the problems ranging from poor remuneration, delapidation in the system, poor facilities, etc. that have caused real crisis in the University system. But I believe it is the tactics of ASUU that rather estranged and brought a little bit of harsh treatment from the Government. If the Union then had said, Okay, let us call off the strike to enable us negotiate with the Government, there would not have been this problem.

Newsletter: **Issue of Autonomy?**

DVC (Admin): Yes, Academics believe that there should be autonomy in the system and that means that the University Councils should be given more powers to determine the way out in the system. Each University should be willing now to negotiate with their respective Councils. We have done that here in FUTO. We spent almost two months going through all the aspects that confront us as academics, as administrators and as staff of this University and it is only by articulating these problems that we will be able to find answers to them. We might have a uniform salary package but there are other fringe benefits that cannot be uniform. Housing problems here in Owerri cannot be the same as in Lagos. The Transportation problem here in Owerri as we have discussed earlier, is peculiar. Here we are, making 30km from Owerri and 30km back to Owerri everyday, nobody lives on Campus. So you cannot be given the same transport allowance here as a person who is in say, Ahmadu Bello University where there is full residential accommodation for staff. These are some of the peculiarities and I think that Government should give some autonomy to the Councils and Councils will look at the peculiarities of their institutions and be able to provide and cater for the well-being of the staff and that will bring greater sanity and minimise these problems.

Newsletter: **How would you assess the progress so far made by FUTO since inception in terms of development of physical structures, academic standards and staff welfare?**

DVC (Admin): Primarily, we produce essential manpower. The issue of welfare to staff is also important in order to achieve the main objective of producing well-grounded in

professionals according to our mission as a University of Technology. I think that the founding Vice-Chancellor did an excellent job by bringing together people from various Universities in the Country in order to help him. Together, we all worked as a team to set up reasonable structures between 1981 and 1987. Within that period the University maintained a high academic standard. Facilities at Lake Nwaebere were adjudged to be of very high quality to the point that at the first accreditation all our programmes got accredited, not fully but at least, Chemistry had full accreditation. This gives an indication of the level of commitment reached at that time in the provision of facilities.

The second Vice-Chancellor did his best, but the major achievement of the University since the first and second Vice-Chancellors has been our movement from Lake Nwaebere to the Permanent Site. And for people who are conversant with the history of the circumstances that led to our movement; I think that by and large, we have made tremendous progress in relocating to this Permanent Site, in trying to reassemble some of the facilities that we had to move from Lake Nwaebere to the Permanent Site, in setting up of new laboratories in spite of the constraints in space. As I said, we have tried to maintain the same standard in terms of our academic programmes. We are also due for new accreditation to ensure that Engineering Programmes are given full accreditation.

Of course, we have major constraints; space for teaching, space for the academic offices and equipment for some of the departments especially in engineering. One has to look at these in its totality and with respect to what is happening within the Nigerian Educational System. I think that FUTO has been adjudged to be one of the best Technological Universities in this country for today. But, those of us who are in the administration know that this University needs a lot more in order to

achieve our mission. That is really what we are hoping that Government will respond to our requests. We have written a lot of reports and we have made a lot of pleas to this effect. The Vice-Chancellor has been working hard to see that some of these requests receive adequate attention in the appropriate quarters.

Newsletter: Staff Welfare?

DVC (Admin): Infact, Staff Welfare comes under my schedule. There is no staff accommodation on Campus and everybody has to commute and this affects the quality of work and tells on the staff themselves. Those of us at the head are worried to see people coming to work late and some of them who come so late are ready to go early giving all kinds of excuses. That is one area that is worrying us. We do not worry so much about the academics because they will work to keep to their time-tables and those of them who have labs are going to be there till 6 O'clock in the evening, anyway. We are worried about the administrative and other staff. These are all related to the problems of funding and cash flow. By and large, this administration had done reasonably well to look very objectively and humanely to problems encountered by staff/students.

Newsletter: We do not have many professors of Polymer and Textile in this Country. We would like to hear from you the relevance of your profession to national development.

DVC (Admin): Thank you. I think that is very interesting. The area of Polymer and Textile Engineering Technology is relatively new in Nigeria. Indeed, I joined ABU in 1976 when I was invited to come and start the programme. We started the programme in 1976 because there had not been an undergraduate programme in this area in the coun-

try except the Kaduna Polytechnic which awarded the National Diploma and Higher National Diploma in Textile Technology only. When I joined Ahmadu Bello University to initiate the programme, we thought that the best thing was not to start with a Master's Programme which we called the Conversion Course. That was why we brought in people with Engineering, Science - Physics and Chemistry mainly to join the course and within the first year we tried to get them converted into the areas of Polymer Physics, Polymer Chemistry, Polymer Science and Textile Technology. After that one year, and another year, we went into the Master's Degree Programme. Thereafter, through interaction with the industry, we decided that the best thing was for us to start an undergraduate programme. ABU became the only University that awarded a degree in Polymer and Textile Technology in the country.

When the University of Technology was set up here in Imo State, I was again invited to come and start the programme. At that time, we tried to change the orientation - initially Polymer and Fibre Technology. Because this is a highly oil producing area we had to revert to **Polymer and Textile Engineering Technology**. We are supposed to cater for large industries like the Paint Industry, Plastic Industry, Rubber Industry, Ink and Textile manufacturing etc. The students we produce have jobs waiting for them. You can go into any area of interest, either in resin and paint manufacture, or you can go into even leather where you can widen your knowledge of Polymer Technology. The Polymer and Textile Industry is very wide industry and in terms of national development, at a time the Sector was the largest industrial employer.

Newsletter: What is your guiding principle in life?

DVC (Admin): I believe in the supremacy of God and the fact that every human being has a contribution to make and deserves respect. I treat everybody with a measure of decorum. I respect everybody's views while also holding firm to mine. I believe that God's own time is the best. You do not have to worry yourself. If you continue to exert yourself on issues, you will wear yourself out. Take your responsibilities, try to do your best and do not be overcome or overwhelmed by the vagaries of this life.

LIVING THOUGHTS

1. Hope delayed makes the heart sick,
But hope fulfilled, the heart sparkles - Anon

2. "If experience is anything to go by,
The end of a conflict is not usually the end" - Anon

3. "In war, determination;
In reverses, resolution,
In victory, magnanimity,
In peace, concord" - (Sir Winston S. Churchill)

4. "Those friends which you have,
And their faithfulness proved,
Fasten them to your soul,
With loops of steel" -
Paraphrase of Polonius to Laertes in Shakespeare's "HAMLET"

"May you have:
Enough happiness to keep you sweet,
Enough problems to keep you human,
Enough hope to keep you eager,
Enough trials to keep you strong,
Enough success to keep you happy,

Just enough enemies to keep you wary,
Enough good friends to give you comfort,
Enough means to meet your needs,
Enough faith and courage to banish depression,
Enough determination to make each day,
A better day than yesterday".

A great American Negro put it this way:

"A little dreaming by the way,
A little toiling by the day,
A little pain, a little strife,
A little joy -and that is life
- Paul Lawrence (1872-1906)

INTERVIEW WITH THE UNIVERSITY LIBRARIAN

MR. J.C. ANAFULU

Newsletter: We will begin by asking, who is the University Librarian in terms of job schedules?

University Librarian: The University Librarian's function include that of developing appropriate collections of materials in all formats to support the teaching and research endeavours of the University. The functions of the University of course, tend to be universal but my experience in FUTO in the past 15 years had taught me that, that very universality does not amount to the same thing as mission.

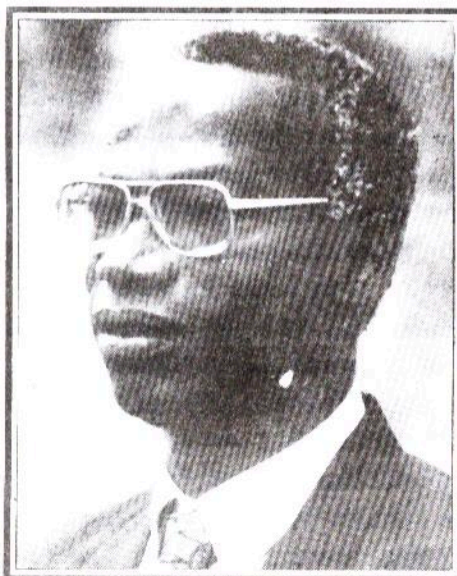
You have a set of objectives and those set of objectives cannot be described as mission. You have the universal purpose of the University teaching, research and extension. Each nation then has to develop its own objectives for its own Universities and then each University has to develop its own mission by internalising the objectives, because I believe that objectives are given, missions are conceived. That is my own personal belief.

And it has been for me in summary in the last 15 years, a joy to be part of developing a University from the scratch. As a professional Librarian, it has been a unique experience for me to develop a library which is now on two sides from just a room without a desk as early as August, 1981. To summarise, the University Librarian's job is to develop collections in all formats to support the teaching and research extension services of the University but more especially to support the University's mission as defined earlier.

Newsletter: What impact has the European Unions threat of sanctions against Nigeria had on Library development?

University Librarian: This particular University Library is not affected but the University system irrespective

of the proprietor, Federal or State, is one system, and if a section of that system is ailing, the others are bound to be affected. So, directly no, but we are indirectly affected because the State Universities had a project for their University Libraries which was being funded by the European Union. It was a package meant for the refurbishing of State University Libraries to redress the imbalance which has been created between the two systems as a result of the world bank credit which the Federal Universities enjoyed and since the European Union did not feel that they could do for the entire State University System, they decided to do it for the State University Libraries. Essentially, its purpose was to provide multiple copies of the most essential texts



in those disciplines defined as hard-ship areas or which the Universities tended to neglect. What it means is that if the project is not going on, as the only viable University Library in the erstwhile Imo State, it means that we are still meeting the needs of students and undergraduate and post-graduate students and research workers in the entire University System within the old Imo State which now has four (4) Universities: The University of Agriculture, Umudike which is a toddler; Abia State University, Uturu whose project has been

discontinued; Imo State University whose project has also been discontinued. So in fact, we are now feeling the pressure. Indirectly, we are affected but directly we are not affected by the sanctions.

Newsletter: You are the Chairman of the Committee of University Librarians of Nigeria Universities. What informed the establishment of such a Committee?

University Librarian: All the glory for the establishment of CULNU goes to the late Professor John Harris. Prof. John Harris was the founding University Librarian of the University of Ibadan and once acted as the Vice-Chancellor of that University during the crisis period. He was also the founding Librarian of the Mid-West Institute of Technology, he also served as its Vice-Chancellor. He founded the Committee of Universities Librarians in 1974. It has grown from a membership of five, what we now call the first generation universities to 36. For now the purpose of CULNU is to provide a regular forum for the exchange of ideas between members, to provide an opportunity for members to examine mutual problems and then within the context of their own peculiar circumstances to find solutions which could be applied across the system. So as I always tell my colleagues at meetings, CULNU has no legislative powers. It is essentially an advisory body.

Newsletter: Is it a statutory provision that the Library controls 10% of the entire University Allocation? If this is true, then the Library is very rich. What is your reaction?

University Librarian: I have always said that because the Library is an integral part of the University, the Library is only as rich as the University.

The Library funds are allocated in the name of the University in the first place. All the Librarian does is to manage those funds.

That is what Librarians are well known for. We always complain. It was the Librarians who motivated the Federal Government to create the Nigeria Universities Offices abroad - Washington, London, Cairo, New Delhi etc. That was because of the difficulties the Librarians were experiencing in getting foreign exchange to buy books and journals. This world bank credit we all talk about today started with the University Librarians because between 1982 and 1990 very few libraries in Nigeria were buying new books or receiving new journals and we kept complaining at every meeting.

In the same way, we were also complaining about the management and utilization of library funds, and eventually in 1992, following the ASUU Agreement, the former Executive Secretary of the NUC then tried to figure out a way to fulfil Government's promise to improve fundings to libraries in particular because in the agreement, it is mentioned specifically.

When the second generation of the University started in 1976, the NUC said that every new library shall spend 5% of the University budget for book development or N400,000.00 whichever is greater. That was the simple rule at the time. The money was released with a condition attached to it and that condition is very simple, you must spend 60% of that money on books and journals. The remaining 40% are to be spent on salaries, transport and travelling and other services and goods. Now, does that make the University Library rich? As I said before, the Library is only as rich as the University. I know from experience that the best managed library funds are those where the Vice-Chancellor and the University Librarian put heads together and order their priorities. Be-

cause it is no use if you have N2 million for the library and there are no photocopying machines in some critical places in the University, the library is expected to provide certain services to the University Community. One of them is the photo-copying services, so why don't we spend money to buy these photo-copying machines, for these places? That is why I said that the Library is as rich as the University.

Newsletter: There is a specific segment in the Library who are remunerated like teaching staff. We would like to know what makes the Librarian a teacher.

University Librarian: I will turn the question on you. You should have asked me "Who is an Academic"? Because Librarians do not claim to be teachers, they claim to be academics and that is why ASUU - if you like may its soul rest in peace' changed its name from Association of University Teachers to Academic Staff Union of Universities.

That brings me to the definition of "Who is an Academic"? My own definition of an Academic is anybody who is at the centre of the University's purpose, of the University's objectives which we had talked about earlier. The academic part of the University itself is divided into three main areas, what we used to call in FUTO - Centres of Study and then they transform themselves into organised research units and now, they are just known as research institutes. So there are three types of academic - the primary academic is the teacher who is at the firing line, but he is only performing one aspect of the University's functions, that is developing new minds, imparting existing knowledge. But because your teaching could be sterile unless you are doing a little research, he then does a little research to fertilise his teaching. Then, you have the other academic who is full time working on expanding knowledge and extending the frontiers of knowledge. In other words, creating new knowledge

which this University teacher will then pass on to the next generation. Which this teacher will then use to develop manpower. That's the second type of academic. The third type of academic - the Librarian, is the man who ensures that what the teachers need is there, and what the students need is there, he is the man who ensures that what the researcher needs is there and if you look at the Librarian's functions, it is a little bit of the teacher and the researcher plus his daily grid of work within it.

So, a Librarian is a scholar-teacher, we teach everyday. We teach students, we teach teachers, we teach the postgraduates students and then of course there is the formal teaching which we do which is very small and this is why I have never encouraged my staff in FUTO here to pretend that we are teachers simply because we teach part of a two hour course, one semester in a year.

Newsletter: You are aware of the most harrowing experience FUTO has gone through since its inception is the relocation from its Lake Nwaebere campus to its Permanent Site and being a very critical segment of the University itself, we want to know how it affected the operation of the Library.

University Librarian: It was the former Executive Secretary of the NUC who described the library as "Food for the Soul" and that's what it is. The Library is not just the heart of the University, the library is the University itself and if a University says it does not need a library, that University must be operating in an environment that is 20 years from now. When that thing happened, it was a great disaster and I think it emphasised for this University the importance of the Library. I have often berated my juniors, my heads of divisions, saying look, you people are letting a piece of history to die. None of them has written an account of

what we did and what we did has never been done by any other library in this world. I want to be quoted on that.

We squeezed our entire collections, all our tables, chairs, shelves and so on into a space, that was less than half the space we had at Lake Nwaebere Campus. We were just lucky that part of that space managed to be a drain that was approximately 1 metre deep. So if you go to that building now, you will still see leftovers. We packed part of our books 3 metres underground. How did we do it? First of all we put the tables, a set of tables right through the ditch, then placed the tables one on top of the other and then used the space created thereby to store books. Just before the University reopened, I was indisposed. I could not come so the Vice-Chancellor and the Pro-Chancellor came to my house and said to me, now we want to reopen the University, what are we going to do? And I said, is there any open space on the Permanent Site? And we were searching and eventually the Multi Activity Centre (MAC) was provided so we placed the tables and chairs in that centre and trained our students to borrow books from there and read them in the MAC. We were operating what I will like to call "A split Library System" - you borrow from one place and read in another. That was the original concept of libraries. So that is what we did. What really amazed me was that over the years until December last year, every monitoring visit of the NUC was satisfied with the progress the library was making inspite of the fact that I never hid any of these things from them, like part of the library being in a pit, and on one occasion I raised the issue after a meeting with some of these people who come from the NUC and said, 'why is it that each time you people come, you don't complain about these unusual features?

They said no, that what we are looking at is what you people are doing with what you have and you seem

to be doing a tremendous work with what you have. We really went through hell. From the beginning, the attitude of the libraries management has always been that we will always do the things we can with what we have. That we will always make the best use of what we have and that is what we have been doing and it has been guiding us and somehow we managed to survive that traumatic experience.

Newsletter: Do you think that rationalisation of universities and courses is a solution to the distress in the university system.?

University Librarian: I am happy with that question because it is something that has often bothered me. What is the role of Government and the regulative agencies in higher education, and as a concomitant to that, where does that role stop? To find satisfactory answers to these questions, we have to restructure Nigerian Society completely. But since that will be Utopia, let us try to examine the issue with the present circumstances in Nigeria.

Let us ask ourselves these questions. - Who sets standards? Is it the Government and if so, is the Government competent to set standards? Is it the regulative agencies - NUC, NBTE and the newly created Nigeria's commission for Colleges of Education (NCCE), or is it the professional bodies the Medical Council, the Architects Registration Council, ARC COREN etc. I tend to have views which are not generally conventional wisdom because I am an independent spirit. My position is that Government has no business except to create the institutions, fund them and let them find their level. If that is the attitude, the issue of rationalisation, is a non-issue. The employer and professional bodies are best equipped to set standards, and in keeping with the Government's new

attitude of empowering councils and gradually reducing involvement of funding education, the best thing that the Government must do is to allow those who can survive to survive and those who cannot survive to die on their own.

Newsletter: We are a third-world country, highly under-developed, with a very high level of illiteracy, what will happen if the professional bodies are left to determine standards?

University Librarian: I now speak from experience. First of all, in 1991 accompanied by other University Librarians, we did a survey of Nigerian University Libraries both Federal and State. We met the library of the Nnamdi Azikiwe University in an appalling state, but when we came to the Law Library, it was like an Oasis in a desert. As a matter of fact, our British counterpart who was female and who happens to be a lawyer at the end of the visit, classified the Nnamdi Azikiwe Law Library as the best Law Library in any Nigerian Institution of Higher Learning. What happened? The Law Faculty needed accreditation, the University put in all the funds it could into making that possible and in addition to that, the Legal Community in Anambra State established their own private endowment to make sure that the only Law Library in their own part of the country survived. If that Law Faculty did not require accreditation, that would not have been done. NUC accreditation does not attract that kind of running around. Two days ago, the Librarian from a nearby State University came to my house and we were just chatting generally, and he told me that as poor as their University is, a contract of about N8.5 million has been awarded, not to build a new law library, but to stock the Law Library. That is more than what FUTO Library gets in one year for everything. Now they are going to spend

that on Law books, why? Because, if they do not, the Law Faculty will not be accredited and if it is not accredited, then it is useless. Who does the accreditation? It is not the NUC, it is not a Government agency. It is the professional body, the professional community in Law determines which people shall practise Law. Those are small beginnings.

It is the same thing with Medicine. We have the Faculty of Medicine, we have the Teaching Hospital. We have this, we have that, you start running around to do it. If you leave it to Government alone, the Government will never come around to do it. So, the best accreditation is the one determined by the professional institutions, not the one done by the Government.

If you read the papers, Government keeps saying that it wants the Universities to determine their fate. Think about it, why should every Faculty of Arts look like every other Faculty of Arts? Why is it that our students from the Department of Geology are snapped up the moment they leave this place? It is as if the market cannot get enough of them. It is because of the nature of course system they pass through. That one is not determined by Government. The other day I went to admissions, I wanted to make sure, because I was telling somebody that in those days, if you had a Pass in Physics you could study Geology in FUTO. I said let me not deceive you, let me go and make sure because these things evolve, that in those days, FUTO was looking for students, now FUTO is driving people, go away, we do not want you. Why? because we have developed excellent programmes and maintained high standard. Government did not do it. When we were meeting in Senate, Government was not there. We claimed that we had a University to run and we wanted to run that University in a particular way.'

What did we want?

We wanted our students to be able to move from our portals into the world of work without a painful period of transition. And so, we structured our programmes in such a way that while developing the minds of the students, we also imbibe them with the skill that was required in them. I think that is basically what we did.

What we called 'third world' is the state of mind. I am not a third world librarian. I am sure that most of our professors here will not accept that definition. Prof. Udedibe is not a third world Professor of animal production technology otherwise, he will not be in demand in places like Brazil and Venezuela because of his research. And unless we begin to have these small, small islands of excellence, and unless we change our attitude, this country will not move forward in unconventional wisdom.

So, the only thing we are going to look forward to is, leave the University alone.

Newsletter: **You have really had a fulfilled life, but we would want to know your guiding principles in life. What really motivates or influences your action in life generally as Mr. J.C. Anafulu.**

University Librarian: I do not know about the fulfilled life. I am not a fulfilled man until I have given any of my two daughters in marriage. (general laughter). There are two guiding principles in my life. They are not original and they were both handed to me by my Uncle on my father's side and my Aunt on my mother's side because they are two greatest influences in my life. I was orphaned when I was six months old. So, I am a reflection of those two people. They are the greatest influences in my life. My uncle used to say: Nke onye n'eme, ya lie amusu ya" which I interpreted to mean "Whatever you are doing, be the best at it." But my Aunt on the other hand always told me - and she liked to call me by my full

name, Joseph, and says "Joseph, Agu oli wala-wala n, egbu egbu". Then I did not know why until I grew up and I had to take decisions for myself. What it meant was "Nothing in life should be so important that a man should lust for it" So, if you put them side by side, they seem contradicting. Two thing they told me - whatever I am doing, I should be the best at it and at the same time, I realised that nothing should be so important that I should lust for it - money, material things, status, whatever.

Sometimes I use this expression and people laugh and I also laugh. I tell people that I am the longest serving and the longest suffering Principal Officer in FUTO. The reason is that I try to do my best as a Librarian and as a member of the University Community, but I did not lust for the things that go with my Office, for example, I do not have any phone in my house. Professors who came from other Universities two or three years ago, some of them have telephones in their houses because they went and literally threatened to break people's head if they do not get those phones. I could never do that because when I am doing it, my Aunt's advice will be ringing in my ear - "Nothing in this life should be so important that a man should lust for it."

I will like to end on this note: Somehow, it looks like I am coming to the end of my career as University Librarian of FUTO and I think that I will never have another opportunity as good as this. I came here as a young man and I believe that has influenced me somehow because when I go to advise other universities on appointing University Librarians, I tend to advise them not to appoint people who are over 55 years of age. Particularly, if the University is starting from the scratch. The reason is that starting a University Library demands so much of you. I have given my mind and my energy in the past 15 years to this University. I have no

regrets. I am very happy that this happened to me, I do not think that any professional, particularly if he is a Librarian, would have asked for a better opportunity than what I have. I have done things that my colleagues will never think of, and if I do retire, one of the things I will like to do is to sit down and assist my colleagues in writing those things that I have to write myself, and to spend to work on some projects which I have been thinking of which I have never had the opportunity to do, for example, I have been a member of the Business Committee of Senate for ten years 1981 to 1991 and Chairman from 1985 to 1991. So when I step down, whenever it is, it will be good-bye to the Office of the University Librarian but it will not be good-bye to FUTO. Three months when FUTO reopened, I met a Professor at Enugu and he said, I learnt you people have reopened, and I said, 'Yes, we have, in fact lectures are in progress' and he said 'For how long?' And I said you need to know what moves FUTO. FUTO is unique, if you get there, it is not like any other University, I have known. I have known several.

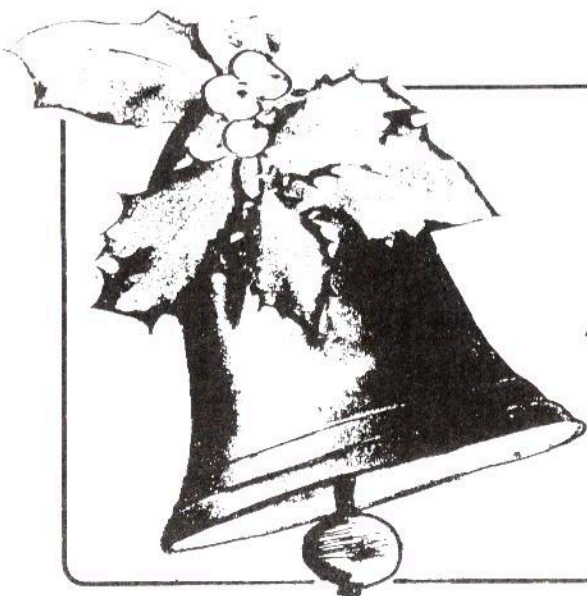
He said 'why do you people just jumped into this thing and reopen school?' I probably invented a phrase on that occasion I said, Prof., FUTO has a culture of compliance". FUTO is like no other institution. We have a culture of compliance" He said, 'what does that mean?' And I said, 'it means that since the University was set up, we have always done what we are required to do. That is why we have to start.

But the tradition notwithstanding, we cannot gloss over the fact that FUTO has been blessed with good leadership. Our first Vice-Chancellor had a mission. His mission was to prove that Nigeria was ripe for a new generation University and he sustained it. And the fact that FUTO was not merged, was a special achievement on his part. The second Vice-Chancellor was virtually like a transition between the first and the third. In certain areas, he consolidated, I believe that his main achievement was that he fine-tuned the vision, particularly the aspect of the vision that felt that by the end of this century, we should be at our permanent site; he started it. Then

the present Vice-Chancellor had the leadership of this institution thrust on him at the worst possible time. As I said, FUTO has always been lucky in having the right kind of leadership at the right time.

This is a man whose greatest strength is his ability to mobilise people. That is why we were able to move an entire University, in less than six months and without extra funding from Government. And that is why we were able apparently, to swim against the tide of the opinion of many Universities and still come out smelling like a rose. We swam against the tide, We were called names. In fact, right now, I remember some of the names I was called, but today everybody is struggling to be where FUTO was three months ago. That is vision, that is good leadership, and it came about because we have at the helm now, somebody whose greatest strength is to mobilise people, getting people to believe in something and then getting them to give something in that area. Objectives are given, missions are conceived.

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Dear Readers,

May God's own love and goodness fill your heart and may His guidance bring you joy and success in the New Year.

- Editor, FUTO NewsLetter

DECLARATION OF THE FUTO AGENDA

In the spirit of FUTO consciousness and given its peculiar historical experience, the Vice Chancellor Engr. Prof. C.O.G Obah in accepting his popular mandate for a second term in office articulated a 12 point programme of action for the University. This policy guide posts, now dubbed the FUTO agenda strive to consolidate the gains of the last four years (1992-1996) a most precarious and epoch making phase, break new grounds in scientific research and technological innovations and open new vistas in the uniquely quiet revolution coursing through the length and breadth of FUTO. The major thrust of this Agenda as envisioned by the Vice-Chancellor is as follows:

VISION STATEMENT

We shall continue to be religiously firm and fair, just and humane to all and sundry in the onerous task of building and sustaining a technologically sound university producing "finished products through appropriate innovations, hardwork, problem-solving and the creation of durable strategies in all the facets of the University development and governance but within the context of the MISSION of the Federal Universities of Technology in general and FUTO in particular.

2.0 VISION IMPLEMENTATION

The above VISION STATEMENT calls for a definite commitment to a programme of action based not only on a logical future determined by the past and present condition but based more importantly on the willed future which should largely be brought about by certain deliberate choices. Below then are the highlights of the VISION implementation.

3.0 WELFARE

3.1 Staff Welfare

The even-handed approach to tackling the welfare of all staff shall be continued in order to encourage the staff work and walk with pride, self-esteem and confidence, thereby increasing their sense of belonging, their work ethics and their total commitment to the corporate FUTO. A more dedicated and cohesive community geared to the advancement and communication of learning, and to an interactive social and intellectual life is envisaged.

3.2 Student Welfare

Greater efforts shall be made to provide the students with their needs, maintain peace and discipline. This would help reduce/eliminate campus cultism, examination malpractice and other forms of gross misconduct and thereby enhance the students' learning process and social life in the campus.

4.0 ADMINISTRATION AND THE GOVERNING COUNCIL

4.1 The Administration

The already established open, humane, sensitive and decentralized corporate administrative structure shall be re-inforced with the increase in the devolution of powers to the Deans, Heads of Units/Departments to control their own affairs for more efficient and wider participatory system. The Administration shall be more responsive to the rigours and demands of technological development under diminishing financial resources; shall sustain the developed harmonious working relationship and trust among the organs of the University shall continue to maintain its frequent and meaningful dialogue with staff and students for progress and conflict resolution; shall continue to enshrine credibility and accountability in the whole corporate system; shall maintain the Management's practising philosophy of broadening and sharing the executive power base of the Chief Executive (the Vice-Chancellor) ; shall continue to remain committed, selfless, resolute and humane, retaining the already acquired dedicated wide followership and popular loyalty; shall continue the demystification of the office of the Vice-Chancellor while according it more respect, honour and acceptability; shall pursue with vigour, the modernization of the administrative organs; shall double its efforts in engendering creativity, initiative and genuine sense of collective responsibility.

4.2 The Governing Council

We shall zealously maintain and improve on the harmonious working relationship, trust and respect existing between the Governing Council and the Management in particular and between the Governing Council and the Administration in general. More attention, co-operation and support shall be given to the Governing Council in its onerous task of the general control and superintendence of the policy, finances and property of the University.

5.0 ACADEMIC DEVELOPMENT

5.1 Accreditation of Degree Programmes

A major thrust shall be embarked upon to consolidate and strengthen the existing degree programmes towards getting all of them accredited by the National Universi-

ties Commission (NUC). With the above in view, maximum use shall be made of the on-going World Bank/Federal Universities Adjustment Project and the proposed World Bank/Federal Universities Investment Project facilities to uplift and improve the quality of the academic programmes.

5.2 Staff Strength and Lecture Methodology

i. Having successfully stemmed and indeed reversed, during my first term, the painful exodus of academic staff in the four years preceding my assumption of office, we shall painstakingly attempt to attract suitable academic staff with the right orientation or willingness to accept the role objectives of the University and hence enhance its efforts in contributing to national development. Indeed, the staff strength in various disciplines shall be further increased to satisfy the staff-student ratios as recommended by the NUC.

ii. We shall double our efforts at discouraging any "rote" or magisterial style lecturing by staff in order to increase the students' initiative and creativity. Personalized teaching of small classes, extensive use of tutorials, seminars, industrial visits and continuous assessment methods shall be given new impetus and attention to ensure the maximum learning experience and exposure for the students.

iii. New educational technology systems such as audio or audio-visual aids, computer-assisted instructional methods, computer aided design methods, shall, where appropriate, be liberally introduced to increase the teaching/lecturing impact.

iv. In addition, staff shall be encouraged more than before to adopt interdisciplinary teaching and multi-lecturing techniques in order to help them expose their special areas of expertise in as wide a context as possible and hence achieve a greater understanding of other subject areas and their inter-relation to the special areas.

5.3 New Programme/Collegiate System

The take-off of the college of Health Sciences and Technology shall be vigorously pursued. In the same vein, the Collegiate System, which is currently under consideration by our Senate, shall be instituted in order to further devolve powers to the Provosts, Deans and Heads of Units/Departments.

5.4 Centres of Excellence and Academic Linkages

The existing Centres of Excellence shall be greatly sustained, while at the same time, all existing programmes

shall be encouraged to evolve into appropriate Centres of Excellence. (The World Bank-Federal Universities proposed Investment Credit Project shall facilitate this immensely).

All academic linkages shall be consolidated, new ones shall be sought and all existing memoranda of understanding shall be strenuously pursued towards actualizing them into well-financed linkages.

6.0 PHYSICAL DEVELOPMENT

The NUC's recommended systematic physical facilities development shall be maintained. Furthermore, the innovative Modular Design and Construction philosophy, and the practice of erecting economically aesthetic and functional structures introduced by the present administration shall be continued.

Efforts shall be geared towards completing the on-going hostel (Hostel Type IIB) and the overhead water tank projects. New projects to be embarked upon shall include:

- the Senate Building (to release the lecture halls, laboratory spaces and offices in the SEET Head);
- some junior staff and senior staff quarters;
- landscaping;
- lecture theatre;
- the SMAT building;
- completion of the Staff School;
- establishment of a Model Secondary School;
- street lighting, water reticulation, road projects, etc.
- the Postgraduate School building.

7.0 STAFF TRAINING

All staff shall be maximally encouraged and challenged to more fully participate in developing FUTO through such schemes as; internal and external staff development programmes; proper incentives for innovations, creativity and productivity; and involvement in self-help projects. An aggressive and well-planned policy for recruiting, retaining and retraining staff shall be developed. Inbreeding of staff through the postgraduate programmes shall be encouraged.

8.0 STUDENT GROWTH AND TRAINING

i. Sustained enlightenment efforts shall be mounted to explain the uniqueness of FUTO and its programmes to prospective entrants and hence help to increase the length and breadth of yearly student applications to FUTO. However, we shall endeavour against all pressures to limit the students yearly growth rate to 10% (vide NUC recommended rate of 15%) until the student-staff-ratios change significantly in favour of the NUC recommended ratios in all disciplines.

ii. Apart from the existing training programmes (On-campus and Off-campus) a "clinical technology practice" programme shall be established with a view of helping our students acquire developed technology portfolios of potential viable products/plants related to national development thereby re-inforcing their "finished products" status.

9.0 GOWN AND TOWN

In consonance with our motto: "Technology for Service", greater and more relentless efforts shall be made to:

- successively take the University to the people;
- identify more closely with the aspiration of its immediate environment;
- sensitize the people to the immense potentials of their contributions to FUTO;
- capture and harness the inventive and productive skills of the people, of the industries and of the markets of Aba, Owerri, Umuahia, Port-Harcourt, Uyo, Nnewi, Awka, Onitsha and Enugu while at the same time selling our skills to the entrepreneurs. In short, FUTO shall "sell its gown for profit".

10 FUND GENERATION

This area shall have intensive and extensive attention. FUTO Consult Limited shall be encouraged to be sufficiently profitable to help sustain the development of FUTO. Other commercial ventures shall be re-invigorated or established. Such ventures include:

- Consultancy Services programme -to be overhauled and staff encouraged to participate in it more effectively;
- FUTO and Tropo-Lait Limited joint commercial venture to be fully established and adequately funded;
- Profitable extension/outreach programmes - to be vigorously pursued;
- Commercial farming programme and agricultural products ventures to help FUTO feed itself and its environs.
- FUTO Desk-top Publishing - to be fully established;
- Bulk Purchases Committee - to be made more profitable
- Copy-technology development techniques - to be encouraged in our Centre for Industrial Studies(CIS);
- FUTO Community Bank - to be made resilient, relevant and profitable.
- FUTO Fuel Station - to be established.
- FUTO Guest House/Liaison Office Building- Abuja developers to be seriously sourced.

Postgraduates Programmes - to be made not only more practice-oriented but also more innovative and fund generation oriented; and so on - all the above shall be geared towards generating at least the NUC recommended 10 (ten) per cent of the annual recurrent expenditure.

11.0 ALUMNI ASSOCIATION

The launching of FUTO Alumni Association branches in the key cities of the country shall receive serious attention. This will not only help bring the graduands closer to the University and make them more sensitive to the developmental problems of the institution, but will definitely encourage them to contribute meaningfully to the realization of the goals and aspirations of FUTO.

12.0 CONCLUSION

My vision of FUTO in the 21st century is not only of a premier technological univeristy, but also of a viable and productive Centre of Excellence in technological innovation and development.

Engr. Prof. C.O.G Obah
Vice-Chancellor

LETTERS TO THE EDITOR

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More often than not, I get the FUTO Newsletter. I suspect that you are the one mailing it to me. If you are, please ensure now that it is regular with me. I am very happy with the high level of journalistic approach you have so far adopted. Congratulations.

Mr. Stephen E. Ezennia

*Nnamdi Azikiwe University Library,
P.M.B 5025
Awka.*

I wish to draw your attention to the presentation and formatting of FUTO NEWSLETTER.

It is good to adopt the internationally accepted standard for presentation especially now that the National Library of Nigeria Serials Data Base records all serials that have been coded.

Finally, I commend you on the design, presentation and intellectual quality of FUTO Newsletter.

J. E. Nwogu

*Senior Librarian
Readers Services
FUTO.*

VICE-CHANCELLOR DEBUNKS RUMOURS AS NEW S.U.G STEPS IN

The Vice-Chancellor, Engr. Prof. C.O.G. Obah has dismissed as baseless and foolhardy the rumours making the rounds concerning the status of FUTO among its sister universities in the wake of her leading role in complying with the Federal Government's directive to resume normal academic activities during the nationwide ASUU strike. According to the Vice-Chancellor, "Such rumours peddled by some overzealous mischief makers have tended to create the impression that FUTO has been blacklisted and sanctioned by its sister universities. I like to assure and reassure you, for the avoidance of doubt, that FUTO is not and cannot be either blacklisted or sanctioned by any other university or person for succeeding where others failed." The Vice-Chancellor said that all these are calculated to mislead, deceive the staff and students into losing the gains they have made by resuming normal academic activities during the last nationwide university crisis. Prof. Obah further contended that instead of losing respect, locally and internationally, FUTO has gained more respect and recognition. These remarks were contained in the address he presented during the swearing-in ceremony of the newly elected Students' Union Government (S.U.G). The Vice-Chancellor while reiterating the prime place of dialogue and regular consultations, urged the new executive council members to be wary of undue external influences and bring greater accountability in handling financial matters.

The new president of the students union, Mr Victor John Onifade in his address, thanked the vice-chancellor for his towering practical achievements over the years despite obvious financial constraints. He also drew the attention of the Vice-Chan-

cellor to some of the nagging problems confronting students like absence of street lighting, out of stock syndrome in the Health Services Unit, inadequate classroom blocks, erratic power and water supply and acute transportation difficulties.

The vice-chancellor later gave a firm promise to set in motion the necessary machinery to redress the situation.

In attendance at the ceremony were the DVC (Admin) Prof. S.C. O. Ugbohue, Prof. T. Y. Obah (Dean SMAT), Engr. G. O. Anya (Director OUD), Dr. Ken Okpala, Dr. U.R. Ojinnah, Dr. L. E. Aririutu and Mr L. Okoroafor.

FUTO TAKES OVER A NEW HOSTEL

After series of inspections by the Vice-Chancellor, Engr. Prof. C.O.G. Obah, FUTO Consultants, Engineers and Architects, the new Hostel building type 2B has been taken over by FUTO.

At a final inspection on the 11th of November, 1996 the team declared that technically and practically, the hostel in all intents and purposes will be taken over by FUTO. But the Vice-Chancellor pointed out that any defect should be noted in the handover note and the contractor should endeavour to rectify them before the students start using them.

The major contractor, Chief Onubogu, Managing Director, Bougus Nigeria Limited handing over the keys and albums of the building from foundation to completion, thanked the vice-chancellor for all assistance throughout the project and all who contributed to its completion. Receiving the keys and albums on behalf of FUTO, Engr. Prof. Obah remarked that the contractor is still being owed and reminded the stu-

dents that the project belongs to all and they should protect it from de-generation and vandalization.

The handing over was witnessed by the DVC (Admin) Prof. S. C. O. Ugbohue, Director, Physical Planning and Development, Prof. B.A. Nwachukwu, many members of staff and the students union executive who will be the tenants.

BOOK PRESENTATION: *Chemical Thermodynamics*

In an effort to lay a belitting foundation for future generation Prof. A. I. Onuchukwu made a giant stride in the education of the younger science-oriented ones by writing a book, *Chemical Thermodynamics*.

In his opening remarks at the luncheon, the chairman, Engr. Prof. C. O. G. Obah, Vice-Chancellor Federal University of Technology, Owerri noted that a second history is being made as modern academics do not only carry chalks, sell handouts and deliver lectures but have the will to perpetuate those ideas in form of books. He therefore enjoined other academics to follow suit.

He added that the university is always supportive in the affairs of its employees as evidence in FUTO PRESS which undertook the publication of this book.

The Chairman of FUTO Press, Dr. U.R. Ojinnah thanked all for coming, the management for all necessary backing and Prof. Onuchukwu for giving FUTO Press the opportunity to serve him. FUTO Press, he said, undertakes the publishing of books, magazines and like materials at reasonable prices.

The author, Prof. A. I. Onuchukwu, describing his feelings, said he felt satisfied and fulfilled. He commended FUTO for suppressing the "Handout Syndrome" which triggered off his eagerness to write and thanked all who have come from all walks of life and across the nation to witness this occasion.

NEWS PANORAMA

AWARDS

NEW G.S.A. TAKES OATH OF OFFICE

The newly elected Executive Council of the Graduate Students Association (G.S.A) has formally been sworn in. Speaking at the colourful ceremony, the Deputy Vice-Chancellor (Academic) Prof. J.O. Duru commended the Electoral Committee for conducting a hitchfree election. He also advised the new officials to be mindful of their responsibilities to the electorate and the university. In his brief remarks, the new Dean of the Post Graduate School, Prof. M. F. Enyiegbulam enjoined all Post Graduate Students to always feel free to reach out to him and promised to work closely with the new GSA executive members. Among those who took oaths of office are:

Okoro, Godwin Ugochukwu-Chairman
Oba, Ngozi Angela -Vice-Chairman
Akpan, Ishmael Johnson-Sec. General
Alhaji Gidado, Shehu Usman-Asst. Sec. G
Amough, Teryila Ephraim-Fin. Sec.
Ogueke, Nnamdi Verus- Treasurer
Diala Uzochukwu Benjamin -PROUDOS.

Other dignitaries that graced the occasion included Prof. J. E. Njoku (Dean, Students Affairs), Engr. G. O. Anya (Director OUD) and Mr. U. A. Ike, Secretary to PG School.

FUTO STAFF SCHOOL TOPS AGAIN

The conquering spirit of the pupils of FUTO Staff School in National Examination has been kept alive despite the harrowing experience of the relocation saga. The school which presented four candidates for the 1995 National Mathematics Competition took the 1st, 2nd, 3rd and 4th positions scoring 96.5, 96.5, 95.6 and 88 respectively.

The entire University Community through the Newsletter congratulates these young worthy ambassadors, the Headmistress and all their resourceful teachers.

PROF. J. O. UKPONMWAN of the Department of Polymer/Textile Engineering has been awarded a Fellowship and Chartered Membership (CText FTI) of the Textile Institute. The award which is the highest Professional qualification was made in recognition of his distinguished service to the textile industry and immense contributions to the advancement of textile education.

MR S.N.C OKAFOR of the Department of Electrical/Electronic Engineering (SEET) has been given approval by the Vice-Chancellor to study for a Ph.D programme tenable in the Federal University of Technology, Owerri.

DR. CHUKWUNONYE O. OWUAMA, a lecturer in the Department of Civil Engineering has been awarded Professional Membership in the American Association for the Advancement of Science (AAAS). "This is in recognition of his standing in the greater scientific community".

APPOINTMENTS

CIS GETS TWO DEPUTY DIRECTORS

The Vice-Chancellor has appointed Dr. H.U. Udomon of the Department of Metallurgical and Materials Engineering (SEET) and Dr. E. Ejike of the Chemistry Department (SOSC) as Deputy Directors in-charge of Engineering materials in the Centre for Industrial Studies (CIS).

In another development, the Vice-Chancellor has also appointed Dr. E. Effiong of the Department of Chemical Engineering (SEET) as a Deputy

Director in the Computer Center.

The Newsletter on behalf of the University Community wishes them success in their onerous tasks.

EXTERNAL ENGAGEMENTS

Dr. Udo Herbert, a Lecturer in the Department of Animal Production, SAAT, attended the 13th International Congress on Animal Reproduction (ICAR), which came up in Sydney, Australia, June 30 - July 4, 1996. The Congress comes up every four years. His paper titled, "Semi-natal characteristics and testicular histology of rabbits fed leucaena and gliricidia leaf meal diets" was presented at the Congress. Dr. Herbert has since returned to FUTO.

PROF. T. Y. OBAH

The University of Nigeria Nsukka (UNN) has invited Prof. (Mrs) T. Y. Obah, the Dean of School of Management Technology, Owerri, to serve as external examiner at the M.A and Ph.D levels in the Dept. of English. The FUTO Newsletter congratulates her.

CHIKE EZENWA

The Vice-Chancellor, Engr. Prof. C.O.G Obah has nominated Mr Chike Ezenwa, the Acting Head of Information, Public Relations and Publications (IPRP) to represent FUTO as a member of the 1996 Ahiajioku Lecture Planning Committee. The committee was inaugurated on Friday 25th October, 1996.

Earlier, the Vice Chancellor also nominated MR CHIKE EZENWA to present and defend the FUTO position before the sub-committee on University Crisis - a special committee of the Joint National Committee of Traditional Rulers and Leaders of Thought set up by the Presidency in the wake of the crisis in the University system.

The meeting took place at the NICON NOGA HILTON HOTEL Abuja from August 28th-30th, 1996.

ELECTIONS

DEANSHIP

Elections were conducted in the various schools following the expiration of the tenure of office of all the Deans. In three schools, the Deans were returned unopposed.

1. SCHOOL OF AGRICULTURE AND AGRICULTURAL TECHNOLOGY (SAAT)

Prof. Onyenweaku won a two year term of office as the Dean of SAAT after the School Board of Studies elected him unopposed.

2. SCHOOL OF ENGINEERING AND ENGINEERING TECHNOLOGY (SEET)

Prof. G. U Ojiakor was also returned unopposed.

3. SCHOOL OF MANAGEMENT TECHNOLOGY (SMAT)

Prof. T.Y Obah was unanimously returned for a second term

4. SCHOOL OF SCIENCES (SOSC)

In a free and fair election, Prof. B. Onwuagba emerged the Dean of SOSC.

5. SCHOOL OF POST GRADUATE STUDIES

Prof. M. E. Enyiegbulam won as the Dean of PGS for a two year term.

NEW APPOINTMENTS

The Vice-Chancellor, Engr. C.O.G. Obah has approved the appointment of the following officers for one year in the first instance.

NAME	POSITION	DEPT/UNIT	EFF. DATE
Dr. P. T. Ozoh	Ag. Head	Biological Scs.	1/11/96
Dr. N. Ozarah	"	Crop Production	"
Dr. J. O. Uzuegbu	"	Food Sc. & Tech.	"
Dr. C. J. Iwuagwu	"	Geology	"
Dr. F. C Ezeh	"	Physics	"
Mr. D.U. Ekwenna	"	Trans. Mgt. Tech	"
Dr. K. O. Okpala	"	Chem/Pet	"
Engr. Dr. H.I. Agha	"	Civil Eng.	"
Engr. Dr. S.O E Ogbogu	"	E E E	"
Dr. O. O. Onyemaobi	"	Mat/Met	"
Prof. A.I. Onuchukwu	"	Chemistry	"
DR. A. E Iheonye	"	Polymer/Textile	"
Engr. S. Asoegwu	"	Agric.Eng.	"
Prof V. O. Nwoko	Director	C.I.S	1/11/96
Dr. L. E Arriatu	Co-ord.	Univ. SIWES	"
Prof. M. I Nwifo	Director	M.I.S	"
Engr. Prof. M. A Nwachukwu	Director	Computer Centre	"

However, for the departments of Mechanical Engineering in the school of Engineering and Engineering Technology (SEET) and Animal Production in the school of Agriculture and Agricultural Technology, their various Deans were directed to take over their administration for the mean time. The Newsletter congratulates and wishes them fruitful tenure while in office.

PROMOTIONS

The Vice-Chancellor has on behalf of the Governing Council approved the promotion of the following.

S/N	Name of Staff	Depth/Sch	Former Posi	New Post	Eff Date
1	Okon, J. Agwu	SAAT	Asst. Farm Foreman	Farm Foreman	1/10/95
2	Njoku Alex	Library	Asst. Lib	Lib Officer	"
3	Bayura Jesse	Security	Patrol Supervisor	Asst. Sec Officer	"
4	Essien E. Okon	"	"	"	"
5	Kamalu Elechi	"	"	"	"
6	Udo David Udo	"	"	"	"
7	Eleazar Ibezim	OVC	Snr. Driver/ Mechanic I	Chief/ Driver	"
8	Ojini O Augustine		DVC(Admin)	"	"
9	Onyewuchi C.	Est&Works	Foreman	Snr. Foreman	"
10	Okoronta S. Ngozi	"	"	"	"
11	Nwaka Alphi M.	"	"	"	"

REDEPLOYMENT

The Vice-Chancellor has approved the devolution of powers and redeployment of senior staff (Administrative/Professional)

Names	Depth/Sch	Designation
Mrs. C.C Ahiarakwe	Bursary	Co-ord. PE & Adv. Unit.
Mr B. N. Nwaobasi	Bursary	Ag. Co-ord. Main A/CS & Students A/CS
Mr. L. V. Ashiegbu	"	Ag. Co-ord. Central Purchasing & Store Unit
Mr. L. C. Ofolete	"	Ag. Co-ord. Cash Mgt. Unit
Mr. P. U Fkeziem	"	Ag. Co-ord. Est. & Exp. Cont. Unit
Mr. J. E. Nwogu	Library	Ag. Co-ord. Reader Services Div.
Mr. M. S. Onye	"	Co-ord. Collections Dev. Unit
MR. A. M Iheaturu	"	Ag. Co-ord. Senate Affairs Div.
Mrs C. Ezem	Registry	Ag. Co-ord. Senate Affairs Div.
Mrs N. A. Onyechi	"	Co-ord. Personnel Matters Div.
Mr Faleye	VC's Office	Co-ord. Vice Chancellors Office
Mr M. O. Okoye	Registry	Co-ord. Council & Legal Matter Division
Alhaji M. Ahmed	"	Ag. Co-ord. Gen. Admin. Division
Mr. U. A. Ike	"	Co-ord. Academic Affairs Div.

ASSUMPTION OF DUTY

Names	Depth/Sch	Date of Assumption of Duty	Position
Mrs. Uzoamaka C Ezeh	Library	03-09-96	Grad. Asst
Choma Okogbue	Library	02-09-96	Lib. Attnd
Mrs. I. C. Ima	Hlth Serv. Unit	01-09-96	Snr. Phar. Techn.

CONFIRMATION OF APPOINTMENT

On the recommendation of the Head of Unit/Department and with the approval of the Academic staff appointments and promotions committee, the following staff have been confirmed.

S/N	NAME OF STAFF	DEPT/SCH	EFFECTIVE DATE
1	Mr. C. E. Orji	Physics	03-08-94
2	Mr. E. Iheriohamma	Gen. Studies	15-03-95
3	Mr. J. I. Lemchi	SAAT	19-06-94
4	Mr. Polycarp C. Obasi	SAAT	19-06-94
5	Dr Chuma Ezedimma	SAAT	19-10-94
6	Mr N. J Okeudo	SAAT	01-10-91
7	Mrs C. Y Anunobi	Library	08-01-95
8	Mr. C. B Anuforom	SOSC	08-03-94

ACQUISITION OF PHD DEGREES

DR. V. A IHEAGWAM, has duly acquired a Ph. D degree in Mathematics from the Federal University of Technology, Owerri. His thesis was titled *ABSOLUTE AND RELATIVE CONTROLLABILITY OF ORDINARY AND FUNCTIONAL DIFFERENTIAL SYSTEM WITH DISTRIBUTED DELAYS IN CONTROL*. FUTO Newsletter congratulates Dr. Iheagwam on this worthy achievement.

DR. B. O. ESONU of the Department of Animal Production (SAAT) has successfully defended his Ph.D dissertation titled "Studies on methods of improving the nutritive value of the jack-bean (*canavalia ensiformis*) for poultry industry" on the 6th of August, 1996. Dr. Esonu is a FUTO pure-bred Ph.D holder having obtained his Bachelor of Agric Technology (B. Agric Tech) (Hon) in Animal Production in 1987 and M.Sc in Animal Nutrition in 1991. The FUTO Newsletter on behalf of the University Community congratulates him.

INTERDICTION

MR ALPHONSUS G. UZOMAH a clerical officer in the School of Engineering and Engineering Technology (SEET) has been interdicted from office with immediate effect for his involvement in allegedly selling live examination question paper to a student.

PROMOTIONS

The Academic Staff Appointment and Promotions Committee (Non-professional) at its 51st meeting held on November 8, 1995, on behalf of the Governing Council, Federal University of Technology, Owerri, approved the promotion of the following academic staff

Names	Sch/Depth	Former Position	New Position	S/N
Mr C. E Orji	SOSC	Asst. Lect.	Lect. II	1
Mr B. C Anuforom	"	"	"	2
Dr Vincent I. Ibekwe	"	Lect. II	Lect. I	3
Mr A. G Essien	"	Asst. Lect.	Lect. II	4
Mr M.A. Nwachukwu	"	Asst. Lect.	Lect. II	5
Dr O. R Owen	SMAT	Lect. I	Snr. Lect	6
Mr F.B.J. Iheriohanna	GS	Asst. Lect.	Lect. II	7
Dr U.M Anuolam	SMAT	Lect. I	Snr. Lect	8
Mr N.J Okeudo	SAAT	Lect. II	Lect. I	9
Dr Udo Herbert	SAAT	Lect. II	Lect. I	10
Dr J.E Okiri	"	Asst. Lect.	Lect. II	11
Mrs Uduak E. O	"	Asst. Lect.	Lect. II	12
Mr P.C. Obasi	"	Asst. Lect.	Lect. II	13
Dr J.S. Orebiyi	"	Lect. I	Snr. Lect	14
Mr O.S Eke	"	Lect. II	Lect. I	15
Dr C.I. Iwuoha	"	Lect. II	Lect. I	16
Dr (Mrs) A Uzomah	"	Lect. II	Lect. I	17

RETIREMENTS

1. UNOMA OSONDU

The Vice-Chancellor has approved the retirement of Mrs Unoma Osondu from the services of the Federal University of Technology, Owerri with effect from March 5, 1996

2. MR. MARCELLINUS ANUSIEM

The vice Chancellor has approved the retirement from the services of FUTO of Mr Marcellinus Anusiem with effect from November 15, 1996. He has served for a period of fifteen years. On behalf of the Vice-Chancellor, the Registrar wishes to thank him for his contributions to the growth of the University.

3. MR PIUS NWAOGU

The Vice-Chancellor has approved the retirement from the services of FUTO of Mr Pius Nwogu with effect from October 15, 1996, having put in a period of fifteen years. Also on behalf of the Vice-Chancellor, the Registrar wishes to thank him for his contributions to the growth of the University.

4. MR J.B. EKPENYONG

The Vice-Chancellor has approved the voluntary retirement of Mr. J.B Ekpenyong from the services of the University with effect from October 18, 1996.

CHANGE OF NAME

MISS COMFORT ANOZIE

Former Miss Comfort Anozie of stores Department in Bursary Unit now wishes to be known and addressed as Mrs Comfort Ohiri. All document bearing her former names remain valid.

FUTO REGISTRAR RETIRES

The Registrar and one of the other principal officers of the Federal University of Technology, Owerri, Dr. Timothy I. Igwe has retired from the services of the University. The University Governing Council at its 72nd meeting held on Wednesday 27th November, 1996 accepted Dr Igwe's retirement notice.

Dr. Igwe is expected to proceed on leave for three months with effect from January 4, 1997 and thereafter formally retire from the services of the University.

The Vice-Chancellor on behalf of the Federal University of Technology, Owerri, thanks Dr. T. I Igwe for the services he has rendered to the University and wishes him the best in his future endeavours.

DIED

1. MR STEPHEN O. IHEKWAZU

on Saturday August 17, 1996 in a ghastly motor accident near Calabar. The deceased is survived by Mrs Chioma Onye (Sister) a teacher in the University Staff School.

2. PA MATHIAS OKPARA

on August 6, 1996 at a ripe age of 105 years, and survived by Jonathan Okpara of the Health Services Unit (FUTO) amongst other children.

3. MADAM MARY MUNAHAWU

buried on September 26, 1996. She is survived by Miss Angela Munahawu, a clerical officer on Institute of Erosion Studies.

4. MR OLIVER OGUH

a driver/mechanic in the Estate and Works Dept. of FUTO. Aged 47 years. He is survived by his wife and many children. Buried on Friday October 4, 1996.

5. MR JEREMIAH OKORIE

a security supervisor in the security unit of office of the Vice-Chancellor was buried in his home town, Aniokwe Item in Bende Local Government Area of Abia State on Saturday October 12, 1996.

6. MR KEVIN I.O. IBEKWE

on 5th July, 1996 at the age of 85. He is survived by his wife and many children among whom is Dr. Vincent I. Ibekwe, a lecturer in the Dept of Biological Sciences.



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APPRECIATION

*On behalf of the special Edition project
team, I thank the Holy Spirit of our mighty
God for sublime inspiration to think and cre-
ate, faith to act, courage to pursue the truth,
strength to work without counting the cost
and health for the day.*

- CHIKE EZENWA