

**WELCOME ADDRESS BY EMERITUS PROF. F.A. KUFUOR, CHAIRMAN OF  
THE UNIVERSITY COUNCIL AT THE 37<sup>TH</sup> CONGREGATION CEREMONY  
HELD AT KNUST ON SATURDAY, FEBRUARY 7<sup>TH</sup>, 2004**

Your Excellency, the President of the Republic of Ghana,  
Otumfuo Osei Tutu II, Asantehene  
Members of the Council of State  
Hon. Ministers of State  
Vice-Chancellor  
Members of the University Council  
Members of the Diplomatic Corps  
Members of Convocation  
Staff and Students of the University  
Graduands  
Distinguished Guests

As Chairman of the Governing Council of this University, it is my duty to welcome our distinguished guests to our Congregation ceremonies. I am happy, therefore, to welcome all of you to this 37<sup>th</sup> Congregation ceremony.

Your Excellency, Mr. J.A. Kufuor, President of the Republic of Ghana, you were kind enough to grace our Special Congregation held in the Great Hall in June last year and we consider it a matter of great pride and exceptional honour to have you here once again to grace this ceremony with your presence despite your other commitments to the affairs of State. We thank you for coming and welcome you.

We also extend a special welcome to the Asantehene Otumfuo Osei Tutu II. Otumfuo has never missed the opportunity to promote the cause of this University, both at home and abroad, to the point that we do not even know how best to thank him. Otumfuo, we thank you and say to you "Akwaaba".

Mr. President, Congregation is the occasion for the conferment of awards or degrees to deserving graduands. It is also an occasion for the Vice-Chancellor to deliver his Annual State of the University address. It affords him the opportunity to do this in the presence of the general public and other stakeholders whose taxes and goodwill continue to support the University and its programmes.

The 2002/2003 academic year marked the first year in office of the Vice-Chancellor, Professor Kwesi Andam and I must say that it has been a very eventful year. Following proposals by the Vice-Chancellor for the qualitative improvement of the management of the University and its programmes, the University Council has authorized the review of the University Statutes to allow for the restructuring of the academic units of the University into six colleges.

The objective of this restructuring is to merge the academic units into compact colleges to enhance efficiency in the management of those units through effective supervision and the judicious sharing of resources.

There is also a corresponding restructuring of the administrative machinery of the University to enable the various units in the University administration to cope with the challenges that will be posed by the creation of the new colleges. Council is hopeful that the restructuring will have been completed by the end of this academic year to enable the new statutes to be promulgated to give legal effect to the new changes envisaged. by August this year when the 2004/2005 academic year begins.

Mr. President, Distinguished Guests, I am happy to observe that in line with these changes the Government has through the GET Fund, released funds for the provision of infrastructural support to facilitate teaching and learning. It is heartening to note that at long last, through the dynamic initiatives of the Vice-Chancellor, the Government has released funds for six projects simultaneously on the campus. The projects have taken off at a pace never before experienced on the campus since the mid-1960s. This is certainly a positive change and we are indeed grateful to the Government and the Board of Trustees of the GET Fund.

Let me also express to you the gratitude of the University Council and the entire University Community for the generous donation of 100 billion cedis to be shared among the five public Universities for the development of our infrastructure. This donation by your Government to our Universities is unprecedented and should be commended.

Mr. President, Distinguished Guests, one area of concern to Council is the inadequate staffing of academic and administrative units due to the inability of the Universities in Ghana to attract and retain staff.

While the University appreciates the efforts that the Government has made in the recent salary negotiations with the University Teachers Association of Ghana (UTAG), we would like to encourage Government to continue to help make University jobs attractive to professionals and experts in the various disciplines. This is one of the surest ways in overcoming the shortage and the ageing profile of University lecturers and non-teaching professionals in the various sectors of University administration in this country.

Mr. President, Distinguished Guests, let me now turn my attention to the graduands who have turned out in their colourful robes ready to go out into the world to make the best out of life. "Life", it is said, "is what you make of it". It is therefore necessary for you to scan the environment. weigh the options. consider the opportunities available to you, in the light of your own skills and the knowledge you acquired at KNUST, and take your destiny into your own hands.

You should also remember to share your knowledge with the deprived members of your communities in order to help them shed off the poverty, the squalor and disease which have afflicted many communities in Ghana. It is only then that your education could be said to

have  
become useful to society.

I congratulate all of you on your wonderful academic achievements and wish you well in your future endeavours. Thank you.

**Emeritus Prof. F.A. Kufuor**  
*(Chairman of Council)*

**WELCOME ADDRESS BY THE VICE-CHANCELLOR PROF. KWESI ANDAM AT  
THE 37TH CONGREGATION HELD AT KNUST ON SATURDAY, FEBRUARY 7,  
2004**

**1.0 ACKNOWLEDGEMENT OF DIGNITARIES**

- Your Excellency the President John Agyekum Kufuor
- His Majesty Otumfuor Dr. Osei Tutu II, the Asantehene
- Nana Dr. Krobea Asante, Paramount Chief of Asante Asokore and President of the Ghana Academy of Arts and Sciences
- Minister for Education, Honourable Baah Wiredu
- Minister for Tertiary Education, Honourable Ms. Elizabeth A. Ohene
- Regional Minister for Ashanti, Honourable Sampson Kwaku Boafo
- Chairman of Council, Emeritus Professor Francis Addo Kufuor
- Past Chairman of Council, Professor A.G. Kesse
- Members of University Council
- Vice-Chancellor, University of Cape Coast, Professor Emmanuel Addow Obeng
- Vice-Chancellor, University of Ghana, Professor Kwadwo Asenso-Okyere
- Vice-Chancellor, University of Development Studies, Professor John Kaburise
- Vice-Chancellor, University of Education, Winneba, Professor Jophus Anamoah Mensah
- Rector, UNESCO-IHE, DELFT, Professor Richard Meganck, our very Special Guest of Honour for this Occasion
- Your Excellencies of the Diplomatic Corps
- Senior Members and Convocation
- Senior Staff
- Junior Staff
- Graduants 2003
- Students
- Ladies and Gentlemen of the Press
- Ladies and Gentlemen

**2.0 WELCOME TO KNUST**

On 7 March 2003, nearly one year ago, I addressed the 36<sup>th</sup> Congregation which was then my first regular address to congregation on assumption of duty. On that occasion, I presented a clinical analysis of the maladies that confront the public universities of Ghana in general and Kwame Nkrumah University of Science and Technology, Kumasi in particular. There have been spectacular developments, since then, which I am duty bound to inform Congregation today. Before I do so, let me kindly explain that this 37<sup>th</sup> Congregation is the last of its kind in the life of KNUST.

KNUST is now on the map of the world's top technical universities and we are living up to the challenge. Therefore, we have said goodbye to the situation and habit where our final

year students write their examinations in June then have to wait for one year to return for the graduation ceremony. No more!

On June 25 & 26, this year the present final year students who will be writing their final year examinations in May 2004 will be graduated at the 38 Congregation in grand style in June. The 600 faculty members, (lecturers, senior lecturers, Associate Professors and Professors) have taken a year to rehearse this new change. I would like to congratulate them publicly for their enormous capacity to achieve excellence and adapt to change. I believe the 600-teaching staff at KNUST is Africa's best science and technology faculty. In terms of their quality, PhD from the world's famous Universities (ranging from Harvard to Oxford and MIT to Tokyo). Please find time to read the Vice-Chancellor's Report, Technocrat and Quality Assurance Reports to find the details to our claims to excellence and number one in Africa.

### **WELCOME PROFESSOR RICHARD MEGANCK**

KNUST is now linked in collaboration to 52 Universities and organizations worldwide. At each congregation henceforth, we intend to host one foreign Vice-Chancellor from the Universities of the world that we are collaborating with.

At this 37<sup>th</sup> Congregation, I am pleased to introduce the Rector of UNESCO-IHE in Delft Netherlands, Professor Richard Meganck who arrived yesterday from Netherlands purposely for this occasion and will depart tonight back to the Netherlands. IHE has over 157 alumni in Ghana. Through our collaboration with UNESCO-IHE, KNUST has a 30-bed hostel, Steven Paris Hostel, and a \$3m state of the art, ultra-modern laboratory dedicated to water and sanitation. This modern laboratory is at the Department of Civil Engineering in the School of Engineering. Welcome to Ghana and KNUST, Professor Richard Meganck.

### **3.0 OUR FIRST CLASS GRADUATES**

This year, out of the 2432 graduands, 95 had first class. The previous year, out of 2302, 81 had first class. Not even one of the 81 who obtained first class last year returned to our University to pursue doctoral studies at KNUST. They are all in the USA and Europe pursuing doctoral studies.

The developmental problems that face Ghana can only be tackled effectively through research that are carried out in the Universities. I have explained time and again that KNUST being Africa's leading technical University and Ghana's only technical University has a sacrosanct duty to lead Ghana into becoming an emerging economic country. I have also explained in the past that Ghana's premier university, University of Ghana, led Ghana into becoming a democratic country that is Ghana's first freedom mainly through the defunct Legon Observer. It is now the turn of KNUST to lead Ghana to become an emerging country since it is science and technology that will be needed to transform Ghana to attain her second freedom.

No industrialized country of the world achieved economic freedom by bypassing research and teaching at their Universities. Therefore, if Ghana is losing all her first-class graduates

to America and Europe, the dream to emerge as an economic power might become a mirage. Of course, we as one nation cannot steer the tide of brain drain completely. But we can attract 10%-40% of the best brains we have. The reason we have 0% at the present is that we have not played our part as a nation. The economic situation of the average graduate student is extremely harsh. Their stipend is unrealistic and the most patriotic graduate student in a Ghanaian University who refuses to go to America or Europe has to double up as a part-time teacher in a secondary school to make ends meet.

I am calling on the relevant sector ministers to take this issue seriously to ensure that graduate students' stipend is enhanced with immediate effect. In particular, any of our first class graduates who opts to carry out direct PhD studies at KNUST should receive, in the present economic climate at least not less than c1,500,000.00 a month to ensure they are not distracted in any way. We are assuring the 95 first class graduates with us today that any of them who returns to KNUST in August 2004 to start a direct PhD programme will be funded along the lines I have enumerating, through a funding scheme that we are working round the clock to put in place by August 2004.

We sincerely hope this nation will now awake to her responsibility for all graduate students so that we can begin to see the developmental programmes of Ghana being tackled seriously. The fact is when a more serious attitude to doctoral studies begins to flourish in our University; more developmental problems relevant and peculiar to Ghana would begin to be solved.

#### **4.0 MAJOR DEVELOPMENTS ONGOING IN THE UNIVERSITY**

At the 36<sup>th</sup> Congregation, one year ago, I lamented that failure of the nation to improve the infrastructure of our fine University for nearly 40 years. I explained that for nearly forty years, not a single hall of residence has been added to the six halls built in the 1960's. Worst still, the faculty laboratories and lecture theatres had not seen any corresponding expansion during those four decades after the Kwame Nkrumah University era.

I am delighted as Chairman to announce that during the past year, four major infrastructural expansion projects have begun. They include a central lecture theatre to seat 2000 students, permanent faculty buildings for the College of Art, faculty permanent buildings for the Faculty of Science and a lecture permanent theatre for the School of Engineering. All these projects are being funded from the GETfund. The President has also pledged to our University. in the last month a sum of 20 billion cedis to be used to construct a lecture theatre, a hostel and two bungalows for lecturers. The total investment for infrastructure intended for our University during the past year alone is 50 billion cedis which is unprecedented since the 1960's. The University is truly grateful to government for arresting the near fatal situation that we found ourselves in exactly a year ago. For this reason, Mr. Chairman in today's address, I will not use the word HIPC in today's address. Suffice to state that government has shown commitment to save the Universities from collapse.

## **5.0 MAJOR PROBLEMS FACING THE UNIVERSITY**

The problem of the University is like the onion. You peel one layer and it exposes another layer. We are nowhere near sufficiency in faculty infrastructure. Since faculty buildings that are in existence today were built for a student population of 1800 in 1966, one should expect that all other departments have lecture rooms, laboratories and workshops that cannot cope with the present student population of 15,000.

Even more disturbing is the absence of conventional hall of residence for the students. Like faculty infrastructure, the last hall of residence was built 37 years ago. Even though today SSNIT Hostel, GUSS Hostel and other low capacity hostels are being constructed by private developers, there is a real need for at least TEN 2000 capacity halls of residence to arrest the overcrowding in the halls.

Our University ought to be singled out for a major investment to replace old equipment.

This is because our University has a peculiar need as a University of Science and Technology. The Engineering Laboratories which was Ghana's pride in the 1960's are now best described as medieval showrooms. This is because almost all machines for modern engineering curricula these days depend on the computer to function. The University is to open a museum of art, science and technology in two months' time and it will be relatively easy to fill the shelves of our museum with machines of antiquity from the Engineering laboratories. But where are the replacements?

One major problem that requires immediate attention is unreliability of the supply of electricity to the University. You will recall that when the first bulk supply of electricity was being brought to Kumasi in 1966 it should have terminated at the University campus because KNUST being the most economically and nationally important facility in Kumasi. Instead they carried it all the way to Nhyiaeso. This arrangement was a flaw in the nation's planning and causes untold disruption of electricity to laboratory work. There are within the University, ongoing studies in our technological laboratories, a number of experiments that must have uninterrupted supply of electricity. Any outage is expensive and unhelpful.

The first agreement I signed on assuming office was with the Volta River Authority for a second bulk supply of electricity to be located on the campus. The unreliability of electricity supply to this University is the one and only reason why KNUST is not classified as a five star but a four star University.

What is needed now is for the nation to commit itself for the delivery of a second bulk supply of electricity to Kumasi. which is actually due, and to ensure that that second bulk supply terminates at the University.

## **6.0 FACULTY OF LAW**

I am delighted to announce to Congregation that proposals for the establishment of the FACULTY OF LAW was approved by Council in 2003 in time for the first batch of students

to be enrolled for 2003/2004 year. Mr. Chairman, the Faculty of Law admitted two streams of candidates for the LLB programme for the year 2003/2004:

- the SSS graduates; 45 students
- first degree holders; 12 students

It has become extremely competitive to enroll into law programmes and the nation is assured of the highest calibre of future lawyers graduating from KNUST. The faculty strength is already quite high and stands at 12. I must pay tribute to the founding Dean of the Faculty of Law Professor E. H. Ofori-Amankwa, who has worked very hard to attract reputable lecturers into the faculty. An enviable dedicated Law library is located within the main University library.

Mr. Chairman, the establishment of the faculty of Law is enriching life in this University in many ways. In their immaculate turn out for daily lectures, the students of Law at KNUST are already making impact on the nation. The Daily Graphic front page news item of 26<sup>th</sup> January 2004 read as follows:

*“A LAW student of the Kwame Nkrumah University of Science and Technology (KNUST) in Kumasi has filed a writ at the Accra High Court seeking a perpetual injunction to restrain Ken Abotsi from holding himself as the National President of the National Union of Ghana Student (NUGS).”*

Mr. Chairman, I would now perpetually seek an injunction to leave the matter since it would be ultra vires.

The Chief Justice. His Lordship G.K. Acquah will formally open the Faculty of Law formally on 3rd March 2004.

## **7.0 STUDENTS FROM LESS ENDOWED SECONDARY SCHOOLS**

The University drew the attention of the nation to the plight of the poor in our society. We reminded the nation that in our society, 60% live in the rural areas and 40% in the urban areas. We also revealed that in our University alone 55% of our intake came from the top 25 secondary schools in the country. Moreover, for our five topmost best subscribed programmes Electrical/Electronic Engineering, Human Biology (medicine), Pharmacy, Civil Engineering and Computer Engineering, a candidate required not more than aggregate 8 or 9 to be admitted. We selected 59 candidates from the poor less endowed secondary schools during the 2003 admissions on a pilot basis. I am pleased to announce to congregation that after the first semester examinations approved by the Academic Board of the University last week, the result indicates that none of the candidates we selected from the so called less endowed secondary school was withdrawn. Rather, one student is in the first-class range, 44% in the second upper range, 45% in the second lower range and only 9% in the pass category. The general trend of all students in the University is that

- 3.9% first class (compared with 2.2%)
- 45.8% second upper (compared with 43.5%)



- 35.03% second lower (compared with 45/7%)
- 15.00% pass (compared with 8.7%)

The first semester examinations could be the most traumatic as students with poor background would be struggling to find" their feet in the University. We are therefore encouraged that the students we admitted from the less endowed secondary schools will continue to shine at KNUST.

For us at KNUST, the University Council has already laid out rules to continue admitting more students from the poor less endowed secondary schools. We believe the top secondary schools in the country will take inspiration from KNUST and begin to admit some students from Junior Secondary Schools from very poor background. This way the polarization that has already begun to set in our society will be stemmed.

## **8.0 COST SHARING**

It has become clear now that the only way to ensure sustained development of Ghana's Universities is for all stakeholders to live up to their responsibility. The budget for our University alone in 2004 is 444.8 billion cedis. This is the amount of money we need to run the University properly. Our revenue for 2004 is expected to be 232 billion cedis. This is approximately so there is a gap of 212 billion cedis. The gap has adverse effect on the quality of the curricula. It means we are unable to purchase sufficient reagents and chemicals to use to teach chemistry students, for instance.

The revenue of 232 billion cedis is actually made up of a government grant of 187 billion cedis to be used mainly to pay salaries of all employees of the University. The remaining 45 billion cedis of revenue is generated by the University. There is a need to revisit this issue every year. We need to find a satisfactory answer to who should provide for the gap. The so called Academic Facility User Fee is still 3.8% of the total revenue. This figure ought to go up to ensure that quality does not suffer. The nation must commit itself to this fact.

## **9.0 MAJOR DONATIONS TO THE UNIVERSITY**

In the past year, we received a number of donations and support from collaborators and well wishers. Among the donations are:

- The KNUST Hospital received hospital equipment and drugs worth \$500,000.00. This donation came from Evangelist Rev. Ronald T. Davidson of Gleaning for the World. The KNUST Alumni Association in USA did the ground work for this donation to be possible.
- The Bill Gates Institute at John Hopkins University in USA has offered a sum of \$1,088,604 over a period of five years to the School of Medical Science.
- The Vision Aid Overseas has donated a number of optometric equipment to the Department of Optometry and Visual Science worth \$50,000.

- BOEING, the aircraft cooperation has donated and facilitated for a number of resources to be available to the University. This has made it possible for the School of Engineering to commence a programme in Aerospace Engineering in August 2004. The Ghana Civil Aviation, the Ghana Airforce and Ghana Airways have all contributed to making it possible to begin the program. We now have an aeroplane, unserviceable though, parked at the frontage of the School of Engineering.

## **10. THE FUTURE OF KNUST**

The KNUST has committed herself to lead the Government vision of golden age of business for Ghana by aiming at providing Ghana with a University truly dedicated to science and technology. In the past year, the University has introduced Ghana's first magazine for science and technology called the TECHNOCRAT. It is dedicated to make science and technology work for Ghana. This is a clear demonstration of our intention to focus on Ghana's journey to become an emerging country. It is, if you like, KNUST's equivalent of the defunct Legon observer but dedicated to a new mission - to apply science and technology to move Ghana forward.

KNUST is moving in the direction to reach a student population of 50,000 in the shortest possible time. When this goal is achieved. Ghana will have a full complement of scientists and technologists to run the engine of growth and development. It would also mean, most of the applicants to come to KNUST will gain admission.

The University has invested substantially in Information and Computer Technology (ICT) to ensure that our curricula is ultra-modern.

## **11. TO THE GRADUAND 2003**

I wish to congratulate each one of you for your brilliant achievement in becoming an alumnus or alumna of this great University.

We invite you to become a faithful alumnus. Help your alma mater to attain a high degree of excellence. When you begin to earn income, contribute generously to our programmes. All the top league universities of the world, the club we aspire to belong to, depend heavily on their alumni. Endow your University.

We pray for you to progress in life. Obtaining a first-class degree is in itself an advantage but not a guarantee to a successful life. You have to work at it. We are proud of our illustrious alumnus, His Excellency Kofi Annan, Secretary General of the United Nations. That is the standard this University has set for you. Remember the lecturers here have sacrificed a lot to train you. All of them could have opted to live in Europe or America and earn good salaries. They, rather, for the love of Ghana, chose to live here and earn our HIPC wages. One fact is sure: none of the industrialized countries of the world was built by absentee citizens. This message has become the trademark of my public speeches and I will repeat it: Nations are built with brains, not with absentee dollar remittance.

Finally, let love be your hidden secret as you go through life: "Love is patient, love is kind. It does not envy, it does not boast, it is not proud. It is not rude, it is not self-seeking, it is not easily angered, it keeps no records of wrongs. Love does not delight in evil, but rejoices with the truth. It always protects, always trusts, always hopes, always perseveres.

*(St. Paul: 1 Cor. 13:4-7)*

God bless you to become a successful, proud son or daughter of this great University.

Thank you.

*Prof Kwesi Andam*

*Vice-Chancellor*

*KNUST*

**ADDRESS BY HIS EXCELLENCY MR. J. A. KUFUOR, PRESIDENT OF THE  
REPUBLIC OF GHANA, AT THE 37<sup>TH</sup> CONGREGATION OF KNUST HELD ON  
SATURDAY, FEBRUARY 7, 2004**

Representative of Otumfuo Osei Tutu II, Asantehene,  
Chairman of the University Council,  
Vice-Chancellor,  
Members of the Council of State,  
Hon. Ministers of State and Members of Parliament,  
Members of the Diplomatic Corps,  
Members of the University Council,  
Nananom,  
Distinguished Graduands,  
Ladies and Gentlemen:

Let me thank the Chairman of the University Council, Emeritus Prof. F.A. Kufuor and the Vice-Chancellor, Prof. Kwesi Andam, for acknowledging the contributions which government has made so far to improve tertiary education.

Kindly permit me to extend a warm welcome to Professor Richard Meganck, Rector of UNESCO IHE (Institute for Water Education), in Delft, Netherlands, who has joined us for this happy occasion. Ghana is indeed grateful that UNESCO IHE, has established an ultra-modern laboratory in this university for studies in water and sanitation, two important areas that government is currently grappling with.

I have noted the impressive achievements which were made last year under the distinguished chancellorship of Otumfuo Osei Tutu II, and with the co-operation of the University Council, the Convocation, The Alumni Association and the entire staff and students of this university, and I commend all of you very highly. I hope that you will register even high achievements this year.

Ladies and gentlemen, I am very happy that the Vice Chancellor has stressed the very important role which this university must play in promoting a science and technology-driven economy, and making government's "golden age of business" a reality.

We must all realize that the dramatic changes propelling globalization have all been achieved as a result of the phenomenal developments in science and technology. This is manifested in the general awareness of the rights of individual human beings all around the world, and mass production of other human needs in terms of improved healthcare delivery, food and dietary regimen, housing, clothing, transportation and wealth generation, to name but a few.

Your university was not christened "Science and Technology" for nothing. So, you must be constantly aware of the role of destiny which you are called upon to play, to spearhead the development of our nation Ghana.

Here we are, to award degrees to these young graduands who have passed their examinations and satisfied various conditions determined by the university.

Many of them are looking forward to gainful and fulfilling employment within the economy. Some will be looking towards the public sector which, currently, has very limited job openings. Others will be seeking employment in well established companies in the private sector even though many of these companies have been operating below capacity and have not expanded their facilities for many years, hence the current limited employment opportunities within the economy.

Ladies and gentlemen, in this situation, all concerned, government, universities and the whole society must work closely to expand the private sector of the economy as quickly as possible.

This is because the public sector by its very nature has limited potential for income generation to support high employment, while the private sector is inherently geared towards production, high income and employment generation. The research/private sector linkage which, at the moment, is almost non-existent must therefore be established and strengthened to promote positive outputs and growth.

Happily, after many years of economic lethargy, Ghana's private sector is emerging and working closely with government. The situation where research findings were kept in files in university libraries and were hardly exposed to society to be put to practical use should be a thing of the past.

In view of the nation's limited resources for research it may even be worthwhile to encourage more client-requested research, which will serve the dual purpose of aiding the client, and generating income for the university.

Nana Chancellor, Ladies and gentlemen, the time for this university to act is now. It must not only liaise with the ministries, it must sponsor media programmes and "open-day" celebrations at various departments for the private sector and the general public. This will expose the vast potentials of the university to the business community, and ultimately, yield mutually beneficial outcome.

It may also not be out of place, if the university strengthened its career counselling unit and set up private business development centres where students can seek the necessary guidance, and make appropriate employment decisions while still at school.

On its part, government will continue to support programmes aimed at developing Innovation and Entrepreneurship among the youth. To this end, government has initiated the "Captains of Industry" programme for the mentoring of desiring youth in tertiary institutions. This aims at getting successful businessmen and women to tell their success stories, and mentor the youth into establishing their own private business upon graduation, to reduce the level of unemployment in the country.

Mr. Chairman, Distinguished Guests, in making all these proposals, government is not unmindful of the dilemma of the ageing profile of our academic and professional staff in the Universities and their expected role in this new endeavour. Hence, government has tried to ensure that the basic remuneration of University lecturers and other professionals in the Universities are improved. I would like to assure you all, that just as I took the initiative in showing concern about the poor remuneration of University workers in my very first sessional address, so would I proactively take positive initiatives to have the conditions of service of University lecturers and other professionals always improved .as the economy also improves.

In the meantime, if a University can think of innovative ways of generating funds on its own, and duly declare them to the Ministry of Finance, appropriate policies can be put in place to motivate and retain its staff and attract new ones.

In this regard, I would strongly recommend to cognate departments within the Universities to pool their resources and expertise together to enter into consultancies, bid for projects and generate sufficient income to supplement government subvention. We in Government can see the potential in such a venture and would be more comfortable in dealing with a team of consultants under the University's corporate and legal identity instead of dealing with individual specialists who do not have any corporate or legal coverage to take care of any lapses should they default in their contracts.

At this point, Nana Chancellor, let me address the whole student body before I talk to the graduands. Society expects beneficiaries of university education to be disciplined and discerning individuals, capable of objective rather than emotional analysis of issues. You should respect and promote the norms of society. Every act of indiscipline, whether it is cheating at examination or inappropriate behaviour towards university authority, rowdiness or vandalism is a betrayal of the society which is investing so much in your education. I was very saddened by the recent expulsion of eight (8) students from the University of Ghana for cheating at examination.

Let me state clearly that, while government will always encourage university authorities to be tolerant and humane in their relationship with the "sometimes difficult" adolescent youth, it will not tolerate acts of indiscipline on the part of students, neither will it meddle in the disciplinary procedures of the university on their behalf. At this level, every student must realize that he or she is accountable for his or her actions.

Finally, Mr. Chairman, let me congratulate the graduands on their very impressive achievements. Judging from the number of first class awards, I have no doubt that with the funds that we have started to provide for the improvement of academic facilities, it will not be long before we experience a good harvest of top class engineers, scientists, doctors, pharmacists, architects and other professionals in this University. I must also express how impressed I am at the number of women among them.

As you go into the world of work, I urge you to be partners in development, and accept postings into the rural areas. This is how you help build your nation, a job that no other people can do for you.

The driving forces in the process must be the virtues of humanity, patriotism, honesty and humility. The absence of these virtues in many of our highly educated citizens has tended to contribute to the divisiveness and conflicts that bedevil some parts of our country today. So, as you move into your various communities accept as part of your leadership role, to preach peace and bring harmony to all our peoples.

You must never forget that, by your graduation, you are joining the elite few who constitute no more than 5% of the entire population of Ghana. You must therefore always work to the maxim that, "to those that much is given, much is expected from", I wish you God's speed and success wherever you may be.

Nana Chancellor, Distinguished ladies and gentlemen, thank you and may God bless you all.

*His Excellency J A. Kuffuor*  
*President of the Republic of Ghana*