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SALUTATION

Members of Convocation

INTRODUCTION

All too soon, we have come to the end of another challenging year and in keeping with our tradition, it is my responsibility to report to Convocation on the status of all on-going and pipeline initiatives meant to improve conditions under which we live and work as well as other matters which impinge directly or indirectly on our welfare. Our meeting this afternoon

is also in fulfilment of a statutory provision which enjoins the Vice- Chancellor to report, once a year, to Convocation on the state of the University.

In this presentation, I intend to make references to most of the concerns expressed in last year's report so we can all appreciate gains made thus far. Other references would also be made to our Strategic Plan - PLAN2K14 - as well as our Statutes promulgated in October, 2004. This being my last formal report on the "State of the University" to Convocation, I also intend to take the liberty to give some indications of projects that we should be implementing in future because of the new guidelines and planning cycles now adopted by the Ghana Education Trust Fund (GETFund).

Just as the approach adopted in our PLAN2K14, the list of projects recommended in this report as well as the initiatives outlined should be seen as being rather flexible which may be modified should the need arise. We also need to strengthen the monitoring and evaluation section of our Quality Assurance and Planning Unit so that it can properly take up this role in our efforts at growth and development.

COMMONWEALTH OF KNUST

I have always viewed our community as a commonwealth with multiple stakeholders comprising students, senior teaching faculty, senior administrative and professional staff, senior staff and junior staff. Apart from these stakeholders, there are still others such as our Council, various Ministries, Departments and Agencies, Government and the international community. I have taken time to identify all these stakeholders to enable all of us appreciate how large and complex our university community is. In other jurisdictions, the University even qualifies to be a township or municipality simply based on its population as well as all those who depend on the University for one service or the other.

This year, our student population stands at 25,774; comprising 18,711 or 73% male and 7,063 or 27% females. Postgraduate students are only 3,784 or 14.68% and the remainder are all undergraduate students. The proportion of distance learning students has grown and they now form 8.2% of the student population compared to 4.2% in 2008. The final year undergraduate students comprise nearly 24% of the entire student population. It is estimated that nearly 45% of our students live on campus in either our traditional halls or hostels. International students comprise 3% of our student population.

The faculty population has grown marginally over the 200\$ figures when our total faculty strength stood at 646. This year, our records indicate that our faculty strength stands at 733; an increase of only 13.5%. Out of this number, 21 or 2.7% are Professors, 54 or 7.4% are Associate Professors, 158 or 21.6% are Senior Lecturers and 483 or 65.9% are Lecturers. Implications of this bottom-heavy structure have been discussed elsewhere but we are beginning to witness a gradual migration of faculty members from the lower ranks to the higher ranks.

Our junior and senior staff constitute another major component of the University's daytime population. We have 1,561 junior staff and 813 senior staff in the University. These figures have virtually stabilised because there has been a deliberate policy to depress the distortion between this group of workers and the senior members.

In addition to the foregoing major stakeholders, there are still others who throng the University campus daily for one reason or the other and they all contribute to the challenges in respect of security and management of the University. We need to continue our engagement with all these stakeholders so we can better manage the estimated 42,000 people who live and work or visit the campus on a daily basis.

RANKING OF UNIVERSITIES

The University featured in the Webometrics ranking of the top 100 universities IJ1 Africa for the first time only two years ago. Last year, we were ranked 30th out of the 100 top universities in Africa. At the time, most of us were not very familiar with the criteria used in the exercise as a result of which those who were envious of our position imputed all sorts of meaning to it. Soon after this, the criteria were published and they became clear to all of us. To remind members of Convocation, these criteria are listed as [allows:

- a. Quality of Education;
- b. Internationalisation;
- c. Research Output;
- d. Impact; and
- e. Prestige.

While some of our colleagues argued and registered their reservations regarding these criteria, we were so concerned about our image and visibility that we had to work consistently on them together with the other criteria during the year under review. As a result of these efforts the number of hits to our website increased and we started receiving enquiries from all sorts of places about some selected programmes. It therefore came as no surprise to us when in the first ranking for 2010 released on Thursday, February 11, we improved our performance and were ranked 20th; up by about 10 notches.'

For me, this has been one of our major achievements as a university in the year under review and I am extremely grateful to all members of Convocation; especially our younger colleagues at the University's information and Technology Services Centre. We will continue in our efforts to enhance our ranking further but I would plea with you to deal with dispatch any future request for information from this Centre. In addition, if you are involved in any unique research activities it would be useful if you could let us know so we can also announce it on our website.

In addition to the above, it would be useful if we can also become a little more sensitive to the various factors we use in ranking departments internally as well as those used for this Africa-wide exercise. Once again, congratulations to all of us and my prayer is that we will continue working hard just as we have done to date so that during the next ranking exercise in July 2010, we can still improve our position if even by only a few notches.

HUMAN RESOURCE DEVELOPMENT

At the KNUST, we have adopted the classical definition of human resource development; implying that our approach is comprehensive in scope. As a result of this, our practice of HRD involves the hiring, training or development and retirement of staff. In addition, our approach has been to view human resource as a vital target for investment. This is in sharp

contrast with the earlier paradigm under which employees were seen as items of production whose costs must be reduced or minimised and controlled.

You would recall that, last year, there was an embargo on the hiring of senior members as well as senior and junior staff. Towards the end of the year, however, the embargo was relaxed somewhat as a result of which the University was able to recruit 21 senior members to various faculty positions. In addition, nine non-teaching positions were also filled while 19 senior and junior staff positions were also encumbered. This was achieved through a quota system under which all Colleges filled a certain number of the positions at a point in time. Apart from satisfying some requirements, it gave us an opportunity to control our wage bill so that we do not attract any unnecessary attention. In this connection, I would like to inform members of Convocation that the Auditor General of Ghana has informed the Administration that, our payroll, internally generated funds and other accounts would soon be audited. Convocation members are to take note and commence their preparations accordingly; especially, those units with reasonable levels of Internally Generated Funds.

We will continue our efforts to attract qualified candidates to teach at KNUST. As part of the process of providing incentives to newly recruited staff, the University Council has now approved a 40% top up of one's basic salary in lieu of University accommodation. I would want to believe that this could attract some of the young lecturers who would have otherwise not applied to join KNUST. The impact of this policy is also likely to be seen amongst our older colleagues who would now want to occupy their own houses off campus to attract the same allowance and in the process free more campus based housing for others.

Our locally trained doctoral students are not graduating as we had all anticipated to join the teaching staff. Out of the initial cohort of 123, only ten have graduated to join our teaching staff after four years into the programme. In addition, some may have suffered attrition but our resolve will still be limited to the provision of stipend and bench fees for three and half years just as we treat those who travel overseas for their doctoral studies.

Training for our administrative and professional senior members as well as senior and junior staff members continued during the period under review. Our administrative class continued with their scheduled training workshops. I was able to join them in one of such sessions on "Customer Care and Human Resource Development" at Kwahu Pepeease which was extremely useful and offered me an opportunity to interact with our senior administrative and professional staff. Needless to say, such training programmes will continue in the year ahead of us and will involve a variety of related topics.

We have also continued to organise in-service training sessions for junior and senior staff; including our security staff even though a few more sessions should be organised for this target group in the year ahead of us. In our bid to facilitate the upward mobility of junior and senior staff, arrangements were made with the KNUST Senior High School to run WASSCE remedial programme for those who need it. Patronage has been very encouraging in the Arts, Business and to a limited extent, Visual Arts. Those offering the Sciences have had some difficulties to the extent that it is affecting the participation rates in the science subjects. The University continued to sponsor a limited number of senior members to pursue doctoral studies in other countries; most of them on split-site basis. Last year, the

University sponsored a total of 13 senior members to pursue their studies in other countries because we were constrained by the amount of money we had to spend on our local doctoral students leaving us with very little for overseas training. We also managed to get the Ghana Education Trust Fund (GETFund) extend one of sponsored student's scholarship to enable him complete his doctoral programme in Earth and Atmospheric Sciences.

The University participated in the University of Michigan's African Scholars programme and last year, six senior members spent periods of up to six months in Ann Arbor pursuing various research interests and this year, another tranche of six senior members would participate in the same programme. The umbrella programme is limited to faculty members from Ghana, Liberia and South Africa.

I am extremely happy to note that, during the year under review, a few more faculty members applied for sponsorship to enable them attend conferences both in Ghana and elsewhere. In all, a total of 62 applicants were received for sponsorship from senior members out of which 59 were sponsored and a total amount of GHC150,000 spent. It is interesting to note that, senior members from non-teaching departments were also sponsored to attend various conferences.

We are currently processing a total of 74 applications for promotion to several ranks within the teaching staff and seven within the non-teaching hierarchy. In line with our guidelines, applicants are informed of the status of their applications at various stages in the process. I have still been impressed about the submissions from various faculty members for promotion. With the exception of very few cases, they all exceed the minimum thresholds stipulated in our Criteria for Promotion. Work on our new criteria has been completed and would soon be published to replace the old one published in 1983.

For the year under review, a total of 34 senior members were promoted to various ranks. In 2009, 21 lecturers were promoted to senior lecturers, seven senior lecturers were promoted Associate Professors and four Associate Professors were promoted Professors. Congratulations to all those who were promoted last year but it is also interesting to note that these figures are all higher than similar figures for 2008; implying that senior members are becoming more interested in their promotion.

In a similar manner, several junior and senior staff were also promoted to higher ranks; including security personnel, teachers, nurses, drivers and administrative staff. I would like to take this opportunity to inform Convocation that the initial reservations and objections to sections of the revised Scheme of Service, and in particular the criteria for promotion of our junior and senior staff, have all died down partly because of the campaign by the HRD Department during which time, they held various fora to educate members.

DISTANCE LEARNING

Gradually, the Institute of Distance Learning is beginning to play its proper role as anticipated. From a small number of 16 students in 1998, it now has a total student population of nearly 2298 and its programmes are very much patronised; especially, the Commonwealth of Learning's MBA and MPA programmes on which we currently have

nearly 900 students enrolled. Our distance learning undergraduate programmes are also gradually becoming popular with the introduction of a limited number of liberal arts programmes such as Sociology and Social Work.

In addition to the above, it is also anticipated that the Faculty of Distance learning will now become a Centre which will co-ordinate all part-time, top-up and all other special programmes on offer in the University. Indeed, the IDL has begun performing this important role by hosting the top-up programmes in Administration as well as Computer, Electrical and Telecommunications Engineering. We are all overwhelmed by the level of patronage these two programmes received which gives us an indication of the potential demand for such topping up programmes in the country. It is our hope that the Departments of Civil Engineering and Mechanical Engineering will soon commence their topping up programmes for our Certificate and Diploma holders. It is my expectation that in the very near future, every College will have programmes on offer via the distance mode.

The IDL now has presence in all the Regional capitals with the exception of Cape Coast, Wa and Bolgatanga. This year, it is our intention to have a presence in these three capitals provided there is enough demand to justify our migration. Last year, we also made history by being the first institution in Ghana to graduate Executive MBA distance learning students and 58 Commonwealth Executive Master's in Business Administration (CEMBA). This has been a blessing for us because it has had a positive impact on our enrolment levels.

Preparations are far advanced for selected postgraduate and certificate programmes to start during the 2010/2011 academic year. The major challenge, however, is the inability of the Departments concerned to get the Course Materials on the programmes ready in good time. The selected programmes are listed as follows:

- a. Proficiency Certificate in Print Production, Book Selling, Visual Conceptualisation and Mass Communication;
- a. One year Postgraduate Diploma in Publishing Studies;
- iii. Two-year Masters in Publishing Studies;
- IV. Graduate Diploma in Education; and
- v. Master's in Education

The Institute's intention to develop our old Guest House at Ridge in Accra into the nucleus of our Accra campus is on track. The evaluation report has been sent to the Ministerial Tender Committee and we are awaiting final approval to commence construction of permanent offices and our third campus in Accra. In a similar vein, the IDL will soon be considering the development of our Nhyiaeso properties into our Kumasi City Campus.

In view of the heavy workload on the Assistant Registrar in Accra, it has been decided that we appoint an additional Assistant Registrar who will be solely responsible for the Institute's activities because we have found the current arrangement whereby our Accra representative doubles as the Assistant Registrar for our distance learning activities unsatisfactory.

Apart from the above, the IDL has also supported some projects on campus with financial resources. It has opted to pay for the hosting of a dedicated internet line for the KNUST website for a period of six months. Last year, it willingly agreed to a request to provide a loan

of GHC1.2 million to enable us complete the Science Complex timeously. This year, it has also agreed to provide an additional loan of nearly GHC1.8million to pay for outstanding works to ensure speedy completion of the Examinations Halls/ Lecturers' Office Complex. These have all been possible primarily on account of the co-operative attitude of the Dean of the IDL, Professor Edward Badu. Professor Badu, thank you for your understanding.

VICE-CHANCELLOR'S SPECIAL INITIATIVE

You may recall that in my address to Convocation last year, I reported that the rationale for the introduction of this initiative was to produce enough graduates with terminal degrees to join the faculty following their graduation from various programmes. The picture I painted to you last year has not changed. Since 2004 a total of 189 students have enrolled on the programme. Out of this number 102 are still on it whereas only five have been employed by the University to date. This presupposes that only 67 out of the total have completed their programmes. I have requested the School of Graduate Studies to audit the 67 to ascertain whether all of them have completed their programmes or some have abandoned theirs along the line.

So far, we have spent GHC1,404,756.41 on the students and supervisors as stipend, research and supervisors' allowance. If we decide to stop all payments to those in their 5th and 6th years and assume that those admitted in 2006 and 2007 would have finished by June 2010 and June 2011 respectfully, we would still have to pay GHC74,200.00. I am presenting these figures for you to appreciate the problem so that, together, we can find a solution.

As part of an interim measure to discourage students from spending unnecessary long times on their programmes, we have decided to stop payment of research allowance and monthly stipend to students who have spent more than four years. I have asked the Finance Officer to update me on all outstanding arrears to be paid to the students.

POST RETIREMENT CONTRACT APPOINTMENTS

The University has enjoyed the services of post retirement contract faculty members without whom some departments would have been grounded to a halt. Unfortunately, we have been forced to review the conditions under which they work, primarily because of extenuating factors some of which are outlined as follows:

- a. directive from the Pensions Commission to review our pension package to ensure its sustainability failing which our scheme would be migrated to join the general pension scheme for all Ghanaians;
- b. caution from the Fair Wages and Salaries Commission for the University to examine its emolument package and allowances for its employees, especially, the retired staff;
- c. signals from the Internal Revenue Service for the University to enforce the payment of appropriate taxes on all allowances and perquisites paid to all faculty members, especially, retired faculty members; and
- d. the need for the University to properly realign its post retirement contract practices and policies with those of other Universities.

It was in view of the foregoing that a new policy rationale on post retirement contract was formulated and approved by Council following which implementation commenced. The new policy on post retirement contract appointments is, therefore, to be understood within the context of the above factors and in no way does it constitute discrimination against our post retirement contract appointees.

PHYSICAL INFRASTRUCTURAL DEVELOPMENT

Last year, our GETFund allocation of nearly GH¢2.9million was generally spent on few on-going projects and was exhausted in a very short time. We were unable to tackle most of our planned strategic investments as outlined in PLAN2K14 including the ICT Centre, Extension of Central Administration and a Lecture Theatre for the College of Architecture and Planning. The utilisation of our 2008 GETFund allocation has resulted in a change in the status of various projects with completion rates outlined as follows:

- Examination Halls/Lecturers' Offices Complex (Phase I) - 70%;
- College of Art and Social Sciences (Phase I) - 50%;
- College of Science Complex - 98%;
- Refurbishment of 21 selected laboratories in the College of Science (Phase 1) -100%;
- Clinical Students' Hostel (KATH) - 80%;
- College of Engineering Auditorium (Air Conditioning and External Works) - 90%;
- Hale and Hearty Sports Complex and Faculty Complex - 65%;
- KNUST SHS Classroom - 50% and Headmaster's Bungalow - 70%; and
- New Central Lecture Theatre -100%

In addition to the above, we have also used part of our internally generated funds (IGF) to support the development and early completion of the following selected projects:

- Provision of Tartan Tracks at Paa Joe Stadium (Phase II) (GH¢ 1.2million) - 85%;
- College of Science Complex (GH¢ 1.5million) - 98%; and
- Business School/Institutes' Offices (GH¢3.2million) - 95%.

GETFund assistance will be required to enable us complete the following projects:

- Installation of lifts in Central Administration and Halls of Residence;
- Hale and Hearty Sports and Faculty Complex which is 65% complete;
- Faculty of Allied Health Sciences Block which is 70% complete; and
- Staff Club which is 75% complete.

Other on-going projects funded from our IGF and their levels of completion are identified as follows:

- Royal Parade Grounds (Phase 1) - 100%;
- Security Block - 60%;
- Semi-detached Bungalow (Okodee Road) -100%;
- Rehabilitation of Eight Staff Bungalows - 80%;
- Gate House (Opposite the Police Station) - 100%;
- Street Lighting (Phase II) -100%;
- Car Parks (Sites A and B) - 100%; and

- Transport Vehicle Park Fence - 80%.

Other projects sponsored by individual Departments and Units are at the following levels of completion:

- Postgraduate Block College of Architecture and Planning - 100%;
- Alumni Hostel- 10%;
- College of Agriculture and Natural Resources Training Centre - 70%;
- Special (VIP) Ward - 15%; and
- SRC Hostel (Phase II) - 70%.

We have met with two or three industrialists who have shown interest in developing either our Accra or Nhyiaso properties. Unfortunately, following the initial enquiries, it has taken them so long to mobilise and revert to the University. Consequently, subject to the availability of funds, it may be an excellent idea to develop the properties ourselves. The IDL will take the lead to develop both properties to serve as our Accra and Kumasi City campuses respectively.

REDEVELOPMENT OF THE COMMERCIAL AREA

As I reported to Convocation last year, we have signed an MoU with HFC Bank under which a commercial precinct is to be developed in the Commercial Area. However, because of the recent downturn in the Bank's activities, the plan has had to be reviewed and down-sized which design the Board of the Bank has now approved. The appropriate pre-contract documentations have been completed and it is understood that actual construction will start towards the end of April, 2010.

The new facility will accommodate four Banks, on the ground floor together with office spaces and restaurants. The HFC has indicated that their expected returns on the investment are likely to be depressed because of low rental values on campus but they are still keen on developing the property because of the MoU between us.

KNUST's PHYSICAL DEVELOPMENT PLAN

Towards the end of 2009, the Department of Planning submitted its final version of KNUST's Physical Development Plan. The Department held interviews with stakeholders and reviewed all appropriate development oriented documents on the University. In spite of these activities, the plan is only to provide an overall framework for the development of the campus. In any case, it is expected that the Development Committee and the Director of Works and Physical Development's office will use this document to facilitate and control development on campus. A copy of this plan would be posted on our website as soon as the Development Committee and Council approve it.

KNUST's TEACHING HOSPITAL UPDATE

We have all been waiting anxiously to see the commencement of work on this important project in view of the fact that following the cutting of sod by the Chancellor, nothing much has happened. A few weeks ago, the contract documents were sent to the Central Tender Board for formal approval prior to commencement of work on the OPD. As usual, a few queries were raised about the evaluation report and we have answered them and submitted a formal response and are waiting for the final 'no objection' for work to start.

It was only recently that I learnt about some apparent confusion which our proposal had created in the minds of some Government officials. Most of them were of the view that after the construction of our Teaching Hospital, there will be two teaching hospitals in Kumasi. I have spent some time to explain the matter to some of these officials in addition to writing an official response on the matter. I hope that you will all appreciate that when we migrate our medical faculty from Komfo Anokye to the location of our own Teaching Hospital, there will be only one teaching hospital. A teaching hospital is a teaching hospital because of its use for the teaching of medical students by faculty of a medical school.

As I mentioned in last year's report, it is our hope that we can start in a modest way with the construction of the OPD for which we have already secured funding.

FINANCIAL RESOURCE MOBILISATION

Over the past few years, we have been grappling with the issue of funding to prosecute our agenda and as a public institution, our ability to raise enough resources internally has been frustrated by other social concerns. As a result of the declining nature of funds available against our requirements, it has not been possible for the University to have any extensive investment. The level of expenditure has largely depended on income available for both recurrent and investment requirements of the University.

The University's sources of income have been categorised into public and internally generated funds. The public funds comprise government subvention in the form of Personal Emoluments, Administration, Service and GETFund sources. The total of public funding for the 2009 period was 73%. Internally generated funds on the other hand which comprise Registration and Admission Fees, Tuition, User fees and miscellaneous income comprised only 27%. This is far below the 50% stipulated in our Strategic Plan (PLAN2K14). The public funds component of the total income available to the University increased in 2008 over that of 2007 as a result of the 40% increase in professional allowance and the 15% special allowance. However, when the roadmap ended in 2008, a decline occurred in 2009. Subvention for the payment of salaries has been received up to January, 2010. The challenge is that subventions are not received on time and that the University has had to borrow from the Bank at high interest rates in order to pay salaries. The total payroll for 2009 financial year was GHc44,110,905. Out of this amount, senior members' payroll amounted to 69% and the rest was shared by Senior and Junior Staff in the ratio of 17% and 14% respectively.

The funding of activities of the Colleges of the University has been declining with little or no input from Government apart from payment of salaries, electricity and water. Activities in the Colleges have seen some improvements in projects funded by the GET Fund. However, progress in completing these projects has been very slow as a result of reasons outlined earlier on. The funding of recurrent expenditure in the Colleges is almost all from AFUF and their share of tuition fees from fee paying students. These are, however, inadequate since AFUF proceeds have averaged barely 5% of total income received and about 2.5% of the University's funding requirement.

In respect of Ghana Universal Salary Superannuation Scheme (GUSSS), the management of the Scheme in pursuance of its goals to be less dependent' on the University and Government

embarked on investing in Student Hostels. Thus far, the Scheme has put up three blocks of hostels. A fourth hostel block estimated to take 1,000 students is under construction and it is expected to be handed over by June 2010. More efforts are being made to diversify investments to ensure the sustainability of the Scheme.

As has been reported earlier, Government has indicated that all its sub vented agencies are to migrate their payrolls to the Accountant General's Department in 2010 and it is expected that the implementation will take effect in May, 2010. In consequence of this directive, installation of equipment (V-Sat, Modem and UPS) has been completed at the University Information Technology Services (UITS) Centre. There is currently a link between KNUST and the Controller and Accountant General's Office in Accra. What is outstanding is to link our Finance Office and UITS which will be done on the next visit of the Migration Team after which training of staff will commence.

The above picture on our finances shows that we need to improve on our internally generated funds through innovative projects and programmes. To generate enough funds to cushion us. What this also means is that, we all need to be judicious in the use of finances.

EXPANSION AND APPLICATION OF INFORMATION COMMUNICATION TECHNOLOGY (ICT)

As I reported to Convocation last year, we now have a strategic framework for the expansion and application of ICT on campus. The framework was crafted taking into consideration the University's Strategic Plan, our current and projected needs as a University of Science and Technology as well as recent developments in the sector.

In view of the importance we attach to ICT, we have reviewed our operations at the University Information Technology Services (UITS) Centre. As a result of this review, our work at the Centre is now covered under the four major areas or divisions manned by Teams, namely: Web Team, Applications Team, the Network Team and the ICT Centre. The approval of the ICT Policy Document has given further impetus to the work of these units.

a) Web Team

One of the main achievements of this Unit is the fact that it was able to enhance our visibility or presence on the World Wide Web. This includes the posting of 300 theses abstracts from Biochemistry and Biotechnology, hosting of the Journal of University of Science and Technology as well as the hosting of KNUST Web Space containing staff profiles. An online conference system has been launched to host any conference organized in the University. What is interesting is the fact that the system is able to receive submissions online and also allows reviewers to carry out their paper review online.

Other achievements of this Unit include extension of the online admission system to include postgraduate admissions as well as the extension of the online registration system to include all KNUST Distance Learning students. The Unit also facilitated the deployment of all Colleges, Departmental and Unit Websites with relevant information and design.

b) Applications Team

This Team's major concern is to mainstream ICT application in various aspects of the University's operations including Academic Records, Financial Records Information, Hospital Management, Admissions, Human Resource Information and Lecture/Examination Time Tables. During the year under review, the Team's activity centred on developing and managing these systems. In addition, it has been concerned with the adoption of a common database platform based on the Microsoft Sequel Server. Eventually, the system will create a platform for interconnecting all academic records information systems to enhance online registration. In addition, integration of all the systems on campus and migration of all other systems not using the Microsoft Sequel Server database platform to that platform is one of the Team's concerns.

It is anticipated that, in the near future, further development of the systems, including the Human Resource Information System and the Financial Record Information, will make it available to send, among others, pay slips and update staff records etc to staff members via their emails.

c) Network Team

The Team's major concern is the extension of fibre optic cable to major installations on campus so they can be hooked on to the internet. During the year under review, fibre optic cables were laid to the Business School and E-Learning Centre. Where the team is unable to extend network because of resource constraints, hotspots are being revamped and new ones are also being developed. Discussions have been held with Zip net with the view to allow the latter company deploy a campus-wide wireless system.

As part of the Team's activities, approval has been given for the renovation of the former SRC/Carrera Internet Cafe to be used as an ICT Centre for students. In addition, all hotspots on campus are to be revamped to enhance internet access for students and staff. The team has also played a major role in the expansion and application of ICT to the Sunyani Campus. With the support of Zip net Company Limited, fibre optic cable has been laid to connect major buildings on the Sunyani campus which has been linked to the main campus through a 2mbps shared internet link from Vodafone which is now available for use by staff and students.

d) ICT Centre

This is a very important centre in our efforts to promote the widespread use of ICT on campus. The Centre has been used for the mounting of training programmes for both staff and students with the last group of trainees coming from the Business School and Internal Audit Department. Special tailor-made training programmes have also been organised for several target groups. The Centre was also used as a venue for internship practical training for students from the University, University of Ghana, as well as students from Kumasi, Tamale and Wa Polytechnics. Apart from this, the Centre has also been used for ICT training for administrative staff and for computer based examinations in the University. Following several attempts, the Centre is now capable of repairing computers and their accessories because of the establishment of a repair unit.

In view of complaints from staff and students about the speed of the internet on campus, we have had to acquire an additional bandwidth of 7mbps at an additional cost of GH¢4,500 per

month. This brings our total bandwidth to 13mbps upstream and downstream.

BASIC SCHOOLS

As you may all be aware, the Basic Schools comprise the Day Care Centre, Nursery, Primary and Junior High Schools. In the past, these schools were very much patronised by both members of the University community and others from outside the University. During those times, the performance of these schools, especially the Junior High School, was the envy of many. However, in the recent past, the School's performance has deteriorated rather sharply and during some particular years, the number of candidates securing nine grade "ones" were only a handful; implying that they were unlikely to have had admission to their first choice schools. It is understood that last year, some nearby and less known schools did far better than our Junior High School.

Several reasons have been advanced for the school's erosion in academic excellence including lack of appreciation by some parents of the need to increasingly share cost of educating their children. This has led to reduced patronage by senior members and, hence, a further erosion in the students' academic performance. I am reliably informed that in 2009, only six students secured nine grade ones out of a population of nearly 500 students. Much as we all respect the independence of the Schools Board, and would not want to interfere with its work, it needs to develop strategies for turning around the situation rather quickly.

If we fail to show interest in our Junior High School, it will be taken over by others who may not have contributed anything towards its establishment. Can we continue to work in this environment and see our children not excelling in their academic work at the Junior High School level? I believe that it is about time that we took control of our destiny. An Ad Hoc Committee formed by the Vice-Chancellor has submitted its recommendations for turning around the Junior High School which have been accepted and will, hence, guide our process of restoration.

UNIVERSITY HOSPITAL

The University Hospital has continued to provide health care services to members of staff, spouses, students and others within its catchment area. As is to be expected, the Hospital serves a lot more Out-Patients and In-Patients daily and this is obviously putting a strain on the human and material resources of the Hospital. This has accounted for the occasional congestion one witnesses when one visits the Hospital.

To help reduce this congestion on the wards, work has begun on a 24- room ward with semi-private rooms. The University guaranteed for the Hospital to contract a loan to finance the construction of the ward and in the medium term, it is expected that the new Security Barracks under construction will be completed so that parts of the old Security Barracks will be relocated to create space for expansion of the University Hospital. In the long term, it is expected that the University Hospital will take on the status of a regional hospital and be recognised as such.

During the year under review, another serious challenge that the Hospital faced was the refund from the National Health Insurance Scheme (NHIS). Available figures indicate that, the Scheme is indebted to the Hospital to the tune of GH¢976, 185.31. Several efforts are

being made to recover this amount and it is expected that the Hospital will be in a better financial position when this amount is fully recovered.

Even though the Hospital's Doctor Patient Ratio of 1:11,538 is better than the national ratio of 1:17,489 and the Nurse Patient ratio of 1:2,343 is also better than the national ratio of 1:2,598, we still need to embark on serious recruitment exercise to further improve the situation. In this direction, consideration is being given to the recruitment of additional seven permanent Doctors, 20 qualified Nurses, and other paramedical staff. With the introduction of more specialist clinics at the Hospital, it may be necessary to employ additional specialist Doctors and Nurses. Our specialised Hypertension and Diabetes Clinic as well as the Eye and Dental Clinics have experienced phenomenal increases in patronage. The Infectious Disease Clinic, which was recently introduced, is also very well patronised.

On hindsight, the introduction of the Students' Clinic was an excellent idea because during semester times, the daily attendance of about 200 would have been seen at the main Hospital which would have added to the congestion.

With the completion of the Hospital's Strategic Plan, it is now anticipated that further developments in the Hospital, including the hiring of all categories of staff, can be carried out in a well-co-ordinated manner.

As we would recall, the annual staff medical screening exercise could not come off last year. I have therefore, charged the Hospital to conduct the exercise latest by the end of the second quarter of this year. I would like to take this opportunity to encourage all staff to take part in the exercise. The scope of the exercise, this time round, will be expanded to include Hepatitis B, breast cancer, and cervical cancer and prostate cancer. Follow-ups after the exercise would also be enforced so that staff with certain chronic diseases could be called for mandatory subsequent check-ups. We will need your co-operation as the University makes strenuous attempts to enhance your health status.

Plans are far advanced to gain accreditation for Residency Training in Family Medicine for the University Hospital. In this regard, a request was submitted to the Ghana College of Physicians and Surgeons who submitted to us, a comprehensive questionnaire to solicit vital information. After filling the questionnaire, it is now left with the College to constitute a Team to visit the Hospital to assess our readiness. It is our hope that, we will get the accreditation.

In general terms, the Hospital rendered very useful services to the University community during the year under review. There may have been a few cases of misunderstanding between the Hospital staff and other members of the University community but it is our hope that we will all begin to appreciate our circumstances and the enhanced service delivery that we are currently enjoying.

THE UNIVERSITY LIBRARY

The total number of books in the Main Library now stands at 106,504 volumes out of which 19,271 titles have been entered into our database and are ready for online searching. Once students and staff records have been electronically updated, they can borrow and return books using the new system.

All books in the Main Library have been bar coded and the long vacation holidays would be used to bar-code books in the College Libraries. The details would be entered by each College into its own database and linked to the Main Library's database. Currently, all the College Libraries which are connected to the internet have access to e-resources (e-journals). The College of Art and Social Sciences is very active in getting its Libraries current with content.

The KNUST Space has successfully taken off. We have captured 673 theses of which 630 are abstracts and 43 full texts. It also contains 20 Journal articles of KNUST staff and 11 papers of other staff. In addition to these, the following can also be put in the KNUST Space: scholarly work, patents, non- ephemeral, unpublished works, published material- journal papers (post prints), books, book chapters, conference papers, unpublished/gray material- pre-prints of journal articles, research reports, working papers, thesis, students' projects, technical reports, teaching materials (coursework), status reports, committee reports, supporting material-data sets from research projects, models, simulations, works of art, photographs, video recordings, computer software and general university records.

Researchers may benefit from the use of the KNUST Space in that it assists those who seek innovative ways to provide access to their research results. It ensures wider access, visibility and improved impact of research output and opportunity to attract local and international research funding. It also serves as a good platform for sharing unpublished ideas and know-how among peers globally. The other benefits are that it ensures easy access to faculty papers by students and quick communication and long-term preservation of research output. It provides global access to research literature and collaborative research. Quite apart from this, it facilitates knowledge sharing and ' reuse' as well as complements and supplements publication of their articles in journals.

As a University, the KNUST Space increases our visibility, status and public value and showcases the quality, scientific, social and economic relevance of the university's research activities. It improves the management of the institution's research knowledge

It is therefore not surprising that we have improved on our ranking among world class universities. It is my plea that staff and students would use it to the maximum. It is our resolve to assist the University Library and its satellite libraries with the needed logistics support to improve on teaching, research and learning.

SOLID WASTE MANAGEMENT AND DISPOSAL

Last year, I indicated that the University community generates about 150 tonnes of waste daily out of which we are able to collect about 80%. As we can all appreciate, the amount of refuse generated is partly attributable to an increase in the population of the University community and the activities of our colleagues and neighbours who live within the immediate environs of the University. I have actually met some of them dumping refuse into our concrete containers on campus. I must confess that, from an operational point of view, it may be difficult to police the situation. I am therefore appealing to our colleagues to look elsewhere for the disposal of their refuse; especially, in the communities where they live.

Our collection rate could have been higher but during the year under review, we encountered several challenges which made it rather difficult to achieve the desirable 100% collection rate. At a point in time when we had mechanical problems with our two refuse collection vehicles, we had to request for a flatbed vehicle from the Transport Pool to help alleviate the situation. In addition, our vehicles had to wait for a long time before they could dump at the Dompase site simply because the queue for dumping was rather long. In effect, this meant that they could do a maximum of two round trips a day instead of the expected three or four round trips. At a point in time, we had to contract aspects of our operations to Zoomlion Ghana Ltd. While this may be the ideal thing to do, we are unable to do so because of obvious reasons but the situation is still under review.

Over the shorter term, we have just completed the procurement processes to acquire a new refuse disposal truck which should be delivered to us any time from now. In addition, we have prospected for a temporary dumping site within the proximity of the KNUST SHS site where we are using the refuse to fill natural gullies and depressions. The Deputy Registrar (HRD) has been instructed to review the conditions under which the sanitary labourers work with the view to motivating them so as to enhance output.

In the longer term, however, there will be the need for us to begin sorting our refuse as well as develop innovative ways to treat our refuse on campus including incineration. We will engage the relevant Departments and experts on the matter but, as is usually the case, views or memoranda on the matter are welcome.

SECURITY ON CAMPUS

As compared to the previous year, the general security situation continued to improve and remained relatively calm. Break-in into residential bungalows was low on campus. However, there were a few challenges. There were isolated attacks on individuals who ignored advice and walked alone at high risk areas particularly at night. One major challenge which remained was the stealing of valuables in the various students' halls of residence both on campus and outside student hostels. In most of the cases, it was due to carelessness and negligence by the victims. Attacks on students and staff in taxis were negligible as compared to a few years ago. This could be attributed to staff and students boarding KNUST sticker vehicles and constant education for all to be security conscious about their personal safety. The successful conviction of arrested suspects in the courts also contributed to the calm on campus.

A total of fifty (50) personnel were recruited and trained to augment our strength during the period under review. This was a welcome development as it has helped to stem the rate of attrition albeit temporary. Out of the 106 NYEP who were attached to the department only 43 were at post as at December, 2009. An additional recruitment of fifty personnel this year is anticipated. This will help stabilize our strength for the next year or two. The total strength in the Security Department now stands at 284 all ranks. An in-service refresher course was organized by Quality Assurance and Planning Unit with TALIF support over the period.

In terms of logistics, there was also an improvement. Apart from kitting the new guards with two pairs of uniforms each and a pair of boots, 100 raincoats, 50 reflectors and two additional patrol vehicles including the one donated by UBA Bank were supplied to the

Security Services. Five new computers and accessories were also procured for the Service through a TALIF grant.

In order to improve on the efficiency, a refresher course will be organised for personnel to update their knowledge and enhance their professional competence.

SHUTTLE SERVICE

Following increases in student numbers with its corresponding traffic situation on the campus, the University introduced the Shuttle Service a couple of years ago to ameliorate the myriad of traffic problems. The University entered into an agreement with First Atlantic Merchant Bank for a loan at an interest of 18% to purchase ten Nissan mini buses from Japan Motors to start a shuttle service which did well in the initial stages.

However, a report submitted on the operation of the service recently indicates that, the Shuttle Service is not generating the required amount to meet the principal and the interest payments for the loan facility from the Bank. This situation often creates an overdraft in the loan account of the Shuttle Service which the University has had to be paying. Reasons attributed to this current state include competition from other private shuttle buses, low patronage of the service, high fuel prices and the non operation of the service during vacations.

Several recommendations were proposed and the appropriate University Committees have reviewed them. The final proposal which will be submitted to the University Council will be to allow the University to pay outright the remainder of the loan facility in order to save us from periodic interest payments. In view of the foregoing, it has not been possible to expand the shuttle service to under served areas such as the Business School.

ROADS

The regular maintenance of campus roads saw a modest improvement during the period under review. We repaired most of the driveways to staff bungalows and resealed the car park in front of Unity, University and Queen's Halls. Driving on campus has become relatively smooth due to the filling of numerous potholes. The Agricultural Engineering - Gaza road has had all its potholes filled by the Department of Urban Roads following an intervention by the Metropolitan Chief Executive. In addition, some of the broken drains have been repaired; especially in the Hall Six Area. We are particularly concerned about the exit route from the campus into town and the condition of the median as well as the abutting slopes at the Junction. We are also yet to commence work on the rehabilitation of the large traffic island at the main entrance and to the north of the Accra- Kumasi highway.

In view of the frequent breakdown of the Road Unit's tractor, primarily on account of its age, approval has been sought for the procurement of a new tractor for the Unit. In the interim, we will work very closely with the Department of Crop and Soil Sciences to enable us use their tractor for our routine road maintenance works. The University has also procured granite chippings from Consar Quarry as well as 24, 000kg worth of bitumen for road maintenance works. Following the delivery of a new tractor for the Unit, we expect to see a very active Roads Unit on campus.

As is always the case, we would welcome any ideas regarding areas or road sections needing immediate attention instead of using other unorthodox means to draw attention to these shortcomings within the University. This way, we simply demonstrate our inability to deal with our shortcomings in our University but we need to remember that outsiders who read about these have so far not been able to assist us.

ELECTRICITY

Following the procurement of the necessary materials, the main Power Ring between Exams Complex and Ridge Substations has now been closed. Consequently, in the unfortunate and unexpected event of an internal cable fault on any of the underground high voltage cables in the Power Ring, power can alternately be supplied through the other unaffected portion of the Ring.

About 75 high-powered high pole-mounted streetlights were installed at various places and on a number of routes on campus during the year under review and this has greatly improved illumination levels for both human and vehicular traffic which in turn, has also reduced potential threats of theft and burglary under the cover of darkness and generally enhanced the security situation at night on those routes. The routes, among others, include the Main Entrance to the Unity Hall Roundabout, Great Hall to the Senior Staff Club, Exams Hall to Gaza Area, Buroburo Road Roundabout to Unity Hall Roundabout, Unity Hall Roundabout to Ayeduse Gate, and Horticulture to Hall Six. The other places which benefitted include the Royal Parade Ground and the dual carriage road behind Main Administration.

Three standby generators were installed at the Great Hall, New Business School Block and the Royal Parade Ground. Works would be completed on the power supply to the Law School and other locations from the standby generators as soon as the underground cables and other ancillary electrical materials are procured for installations.

The old Distribution Pillars at the Unity Hall and University Hall Substations were replaced with modern ones. The obsolete Ring Main Unit at the College of Engineering was replaced with a brand-new one, whilst the one at Buroburo Substation was temporarily replaced with a used one from ECG.

The initial wiring arrangements done over 40 years ago for all the halls, including Unity Hall cannot cope with the present power demands by the student population. In view of the near doubling of the occupancy rate in the rooms and the other originally non intended uses (like regular cooking on the balconies) to which the electrical facilities are being put, as well as the frequent power interruptions on most of the floors, it has become necessary to rewire all the Halls, starting with Unity Hall; and to install higher-capacity protection and switchgear devices to meet current power demands. Electrical materials have already been procured for the rewiring exercise to commence in phases on a floor-by-floor basis during the long vacation periods, so as not to disturb the residential programmes of the hall.

The underground paper-insulated cable portions of the Atonsu and Bomso shared feeders have been experiencing frequent cable faults, rendering their functions as alternate feeder supplies to the KNUST ineffective.

Following the procurement of materials and award of contract by the ECG, those old underground paper-insulated cables are gradually being replaced by new underground XLPE cables. Upon completion, they would better serve as alternate power supply routes in addition to the third dedicated Boadi feeder which, currently, is the main power supply source to the University.

I would like to assure you that the power outages we have been experiencing in the past few weeks are all attributable to sources outside the University. Our discussions with ECG indicate that they are prepared to assist the University by controlling power outages to the barest minimum. However, we are constantly monitoring our system with the view to gradually modernising it, starting with the protection of the Unity Hall substation.

WATER SUPPLY

Just like electricity supply, the recent break in the supply of water is primarily because of the on-going rehabilitation works at Owabi and Barekese. It is understood that the works are nearing completion and it is our hope that we will soon see some regularity in the flow of water from our taps.

To solve the perennial water shortage at the Republic Hall, the borehole serving Unity and Independence Halls was extended to the Hall at the cost of GHq;9,668.20. In 2008, two new Pumps out of four, were installed at the KNUST Booster Station. The pipe fittings were replaced and the electric cables upgraded. Last year, additional two new pumps were installed with the pipes replaced and the cables upgraded at a total cost of GHC; 27,113.03. This, therefore, means that all our pumps at the Booster Station are now new. If GWCL pumps enough water into our One Million Gallon Ground Tank, we will be in the position to also serve all the areas on Campus that depend on our Booster Station.

Work on our new 50,000 Gallons Overhead Tank has been completed and is currently in use but the old 5,000 Gallons Tank has developed some faults. Contract will soon be awarded to GWCL to undertake major repairs on it. GWCL is in the process of constructing two (2) Water Hydrants for Tanker filling points at the Booster Station and borehole serving the three halls of residence. A Technical Committee made up of Director of Works, Deputy Registrar (General), GWCL, Water Consultant and the Maintenance Engineer are considering the possibility of harnessing water resources in order to provide a more reliable and safe water for the consumption of the University community.

As we have already informed the University community, the current intermittent water shortage we are experiencing is not our doing but a carefully planned programme from the GWCL. It is unclear when this programme will end but it further stresses the fact that we need to reduce our reliance on water from GWCL. We will, therefore, continue to invest more resources to exploit other sources of water, including underground sources.

ALLOCATION OF SENIOR MEMBER HOUSING

Towards the end of the year under review, the Administration received reports in respect of lack of transparency in the allocation of senior members' housing units. In addition, there was also a widely held perception that the allocation was skewed in favour of administrative and professional senior members.

A quickly arranged meeting was held on 17th December, 2009 to resolve the matter. Unfortunately, there were some basic elements of truth in the allegation but the matter was resolved amicably. In any case, it was further resolved that the Senior Members' Housing Committee should be made to function properly with no outside interference from any member of the University apart from the Vice-Chancellor. Subsequent announcements of vacant bungalows will now be accompanied by the criteria for allocation. In addition, such announcements would also be carried on the internet via the KNUST Website. All allocation notes would now be signed by the Chairman of the Senior Members' Housing Committee.

The foregoing measures are all aimed at improving transparency in the system of housing allocation. However, the limited supply of housing units on campus is unlikely to fully satisfy those who require on-campus housing units. It may therefore be appropriate to encourage senior members to either rent or develop their own off-campus housing units. The recent 100% increase in owner occupier's allowance by the University Council is meant for these purposes.

MANAGEMENT COMMITTEE FOR MAINTENANCE DEVELOPMENT

As we are all aware, all Universities are to a large extent, run on the Committee system. The rationale for this lies in the fact that detailed work on several issues can best be dealt with at the Committee level and subsequently presented at, say, the Academic Board or Welfare Services Board for further action.

It is for this reason that we have several committees on campus to deal with various aspects of the University's life. Unfortunately, we have never had a Committee to oversee the affairs of our Maintenance Department which is under the Director of Works and Physical Development and yet maintains a very nebulous working relationship with several units on campus. It is for this and other reasons that Management intends to institute a Committee to oversee the affairs of the Maintenance Department.

In order not to violate any of our statutory provisions, we shall all consider the Maintenance Department's Management Committee as an Ad-Hoc one until such a time that the adequate statutory provisions are made for its existence. In the interim, let us allow the Committee to work without any legal tussles. This Committee will help streamline the Maintenance Department's activities as well as enhance its efficiency and effectiveness.

Other options such as out-sourcing services currently performed by the Maintenance Department have not been considered because of its substantial financial outlays. At the appropriate time, this option may be reconsidered or reviewed.

LEAKAGE OF EXAMINATION PAPERS

This is a topic nobody really wants to talk about and yet, there are perceptions that occasionally some of our examination papers leak. Last semester, there was a generally held view that two papers leaked. Appropriate Committees were established and they have just submitted their reports. It is very clear from these reports that, contrary to the widely held view that these two papers leaked, nothing of the nature took place. I was certainly happy about the outcome of the Committee's work but would want to use this opportunity to

caution our senior members, once again, to exercise extreme circumspection in the handling of matters related to examinations.

In the past few weeks, we have attracted negative press attention primarily because there is the perception that at KNUST, students exchange sex for marks. I have granted some interviews on the matter, and even at the recent Public Accounts Committee's hearing, I categorically denied it. However, other media sources are still giving it prominence. On the 27th February, 2010, for example, the Spectator wrote an editorial on the matter and centred it on KNUST. In addition, some others have had their bash at us.

The Dean of Students, all the Deputy Registrars and others have investigated the matter thoroughly and as it turns out, there is no credibility to the perception. The University Relations Office has also done some damage control but Council has directed that it should be thoroughly briefed on the matter at its next meeting. In the interim, appropriate notices have been issued to both staff and students.

I would like to assure Convocation that the matter is well under control but faculty members should be extremely careful in their handling of examination related matters. We should all do well to attend the Examiners' Workshop when it is held a few weeks before the end of semester examinations.

STUDENTS' FINANCIAL SERVICES

In consonance with our bid to support the cause of needy but brilliant students of the University, the Students' Financial Services Office continued to administer financial support in the form of bursaries, scholarships and work study programmes to such students. During the period under consideration, the SFSO received a total of 178 applications from needy students seeking financial assistance from the University. The Office disbursed a total of GHC 18,265.18, in the form of bursaries to 121 students to support them in their academic work. Out of this number, six (6) students, one from each College was offered a year's scholarship to cover their AFUF.

In pursuit of its quest to further expand the financial support base for needy but brilliant students, the office continued its search for assistance. It is worth mentioning that five (5) new institutional sponsors have joined the list of benefactors. Out of this number, three (3) are local and the other two (2) foreign. They are listed as follows:

a) Foreign

- Tertiary Educational Scholarship Trust (TEST) for Ghana; and
- Educational Pathway International (EPI)

b) Local

- Kingdom Books & Stationery Limited;
- Newmont Ahafo Development Foundation (NADeF); and
- KNUST Alumni Association.

The students have also been informed about the MPs and District Assemblies' Common Fund and a number of them are benefiting from it. The office received an amount of GH C66,403.12 as scholarships from corporate bodies, District Assemblies and philanthropists for disbursement to 151 needy but brilliant students.

Toyota Company Ghana Limited has an annual scholarship package of GH¢ 2,000.00 for disbursement to needy but brilliant students offering Mechanical Engineering. It is worth acknowledging the support of GH¢19,703.60 given to twenty-five (25) students over the years by MTN Ghana Foundation. The Asantehene, Otumfuo Osei Tutu II, has also contributed GH¢5,000.00 to the Needy Students Fund. Let me also take this opportunity to entreat members of Convocation to consider contributing a token amount to enable us assist these under privileged needy but brilliant students. The College of Science has taken the initiative by sponsoring such students and it is hoped that the other Colleges will also consider sponsoring some of their needy but brilliant students.

You will recall that during the last academic year, the work/study programme was introduced and the various Halls of Residence employed the services of some of our needy students as porters. The University Hospital also offered part-time job opportunities for such students. Currently, forty-nine (49) students are engaged under the above programme and are placed in the various Halls of Residence and the University Hospital to enable them earn some income to support themselves. Undoubtedly, some impact has been made in the lives of these students who would have been financially challenged, but for this assistance.

SUNYANI CAMPUS

The GETFund Students' Hostel was commissioned by the Vice President, His Excellency John Mahama during the last quarter of 2009.

The internet connectivity has been completed and now the entire Campus is hooked onto the internet. To improve on the infrastructural facilities and provide comfortable working environment, 12 offices were renovated and have since been occupied by lecturers. There are still some renovation works to be carried out on some of the existing lecture halls and laboratories. Staff bungalows would soon be renovated and new ones built to solve accommodation problems.

The student population stands at 442, out of which 374 are males and 68 are females. There are 16 lecturers and technical instructors. This number is woefully inadequate considering the fact that the Faculty runs many programmes. Efforts are therefore being made to recruit more lecturers to augment the existing number and, at the same time, to increase students' intake since the more students admitted, the more AFUF that is received. The low enrolment has, therefore, constrained infrastructural development. In future, we need to consider expanding the various programmes on offer to include some of the well patronised ones as a way of attracting more students and enhancing our financial base.

It appears that the Diploma programme is gradually phasing itself out because during the year under review, no student applied for the Diploma programme. The implication of this is that serious consideration must be given to either reduce the three-year diploma programmes to two-year programmes or convert the three-year Diploma programmes into four-year degree programmes. The latter option will increase patronage of these programmes.

The Sunyani Campus Saw Mill will be re-opened very soon for academic purposes but there is still the need for the provision of teaching aids for the Sunyani Campus as well as the extension of the library. Staff accommodation is also inadequate and needs to be addressed. Five of the Sunyani Campus vehicles were auctioned because they were either in bad

condition or over-aged. The vehicular needs of the campus will be addressed through the normal budgetary processes.

Government's Subvention to the Campus stopped coming in March 2009 and the Faculty is now depending on AFUF and internally generated funds from the sale of seedlings, billets and rental of facilities.

REVIEW OF THE COLLEGIATE SYSTEM AND THE UNIVERSITY'S ACT

After some protracted delay, Council finally discussed the Collegiate System and the Administration's reaction to the Professor Ivan Addae Mensah's and Professor Stephen Osei's reports. Following some discussions on the matter, Council referred the matter to an Ad hoc Committee for further study and advice. This reaction, together with other reactions from the Ad hoc Committee are to be discussed during the next Council meeting scheduled to take place on March 26,2010.

In a similar vein, Council has also formed a Committee with membership from a cross section of the Ghanaian society to review the University's Act, Act 80 with the view to enabling us perform our statutory functions more efficiently. It is expected that this review will take place soon so it can commence its journey to Parliament. Following this review, the way would have been paved for a review of the University's Statutes promulgated in 2004.

R.P. BAFFOUR MEMORIAL LECTURES AND SPECIAL CONGREGATION

In keeping with our tradition, the University organised the 6th R.P. Baffour Memorial Lectures which were followed by a Special Congregation last semester. The Guest Lecturer was Professor Sir Hillary Beckles, Pro Vice Chancellor and Principal of the University of West Indies, Cave Hill Campus in Barbados. The theme of his three-day lecture series was African Freedom in the Caribbean Diaspora' and they took place on November 23, 25 and 27, 2009. The lectures were very interesting and reminded all of us about our sordid past and how this is currently impacting on contemporary world geopolitics. The first two lectures were not as heavily patronized as the last one which was delivered on Saturday morning prior to the Special Congregation organised for the award of honorary degrees and postgraduate degrees. In addition, three other persons received meritorious certificates during the Special Congregation held on November 27, 2009 at the Great Hall. The ceremony was the first of its kind in the history of the university and it was very heavily patronised by stakeholders.

In view of the level of patronage of the ceremony and the fact that it offered an additional opportunity for the graduation of postgraduate students, it has been resolved that the ceremony will now become a permanent activity on the University's calendar. This means that we will now have two graduation dates for our postgraduate students.

CRITERIA FOR PROMOTION

After a protracted delay which was partly attributable to the extensive education of senior members, I am happy to inform Convocation that the new criteria for promotion were approved by the University Council during the third quarter of last year. This means that, our criteria for promotion are now at par with those of most public Universities in Ghana. These criteria are now commensurate with our position and status as the number 20th best University in Africa and the number one in Ghana.

The new criteria now make adequate provision for our younger colleagues to commence their academic careers as Assistant Lecturers following which they will then have an opportunity to earn their doctorate degrees and be appointed lecturers.

Another unique feature about the criteria is its attempt to minimise subjectivity in the assessment process to the barest minimum. In other words, one will be able to assess one's self in the three assessable areas accurately and determine one's fate before one submits an application.

The new criteria are now being printed at the University Printing Press; implying that as soon as they are completed, they will become effective. In the worst case scenario, this should happen before the end of March, 2010.

INTERNATIONAL PROGRAMMES OFFICE/AFFILIATIONS

The International Programmes Office (IPO) has gradually come to be rooted in the scheme of activities of the University and handled all matters affecting the University vis-a-vis its relationships with other institutions and associations through research, student and staff exchanges.

During the year under review, the University through the effort of the IPO established collaboration with several in-country and offshore institutions and organizations which include Technische Universitaet Bergakademie Freiberg - Germany, Bergische Universitaet Wuppertal- Germany, Madonna University, Nigeria, Vancouver Island University, Canada, Doctors Academy, UK, University of Venda and Stellenbosch University both in South Africa, Ministry of Higher Education and Scientific Research, Burundi, and the Multidisciplinary Centre for Earthquake Engineering Research, among others. The national institutions include the Komfo Anokye Teaching Hospital, Kumasi, Council for Scientific and Industrial Research (FORIG), Accra, British Council, Ghana and the Electricity' Company of Ghana.

Under the auspices of staff exchanges, the University received two (2) students from the USA, three from Germany and one from China during the 2009/10 academic year on exchange programmes. In addition, two PhD students, Messrs Akwasi Acheampog Aning of the Department of Physics and Mathew Glover Addo of the Department of Theoretical and Applied Biology benefitted from the Split Cost Scholarship agreement between KNUST and the French Embassy, Ghana, at the University of Paris-Sud XI, Orsay, France. Mr. Aning is currently in the University of Paris-Sud XI while Mr. Addo is expected to register with the University for the 2010/11 academic year, having finished his research at the University of Paris-Sud XI. I am also happy to report that, some senior members of the Faculty of Pharmacy and Pharmaceutical Sciences travelled to Madonna University, Nigeria on a staff exchange/joint teaching programme. There are currently, six Chinese Volunteers in the University who are serving as Chinese Language Teachers at the Department of Modern Languages. During the year under review, the Office received official delegations from several organizations and institutions which include the University of Hampshire, USA, Embassy of Poland in Accra, Wroclaw University of Technology, Poland, University of Ghana, Legon, University for Development Studies, Tamale, NAWEC (National Water and

Electricity Company), The Gambia, Kaduna Polytechnic, Nigeria, University of Education, Winneba, and Jiangsu University, China, among others.

The Office, through the help of the University Information Technology Services (UITS) Centre, was able to create a website where information could be sourced. Efforts are under way to modernize and improve upon the website.

During the year under review, several institutions put in requests to seek affiliation with us. Among them are the Optical Technician Training Institute, Oyoko - Ashanti, MICAP Institute of Technology, Accra, West End University College, Accra, Rapha Nursing Academy, Ayeduase, College of Integrative Medical Sciences, Ejisu and Garden City College, Kumasi. In addition, we were able to sign MOUs with the Data Link Institute, Tema and KAAF University College, Accra.

INAUGURATION OF COUNCIL MEMBERS

Following the change in Government in 2009, all Government Nominees, including the Chairman of Council, were asked to step aside and this immobilised the Council as a result of which it could not even meet; let alone [unction. This culminated in the pile up of several policy decisions including promotions and this situation prevailed until the middle of the year when the Government nominated its representatives to the Council.

Following this, the Council was for the first time in recent history, inaugurated on 28th August, 2009 in the Council Chamber in a very formal way and members of Council were sworn into office. The ceremony was officiated by a Presiding High Court Judge, Justice Amoah who was assisted by a Court Registrar. Since then, Council has been performing its mandatory roles as enshrined in our enabling Act, Act 80 (1961) and our Statutes promulgated in 2004.

UNIVERSITY'S INVOLVEMENT IN BUI CITY

As you may have heard, the University was initially involved in a series of activities in connection with the planning and development of Bui City following Government's decision to construct a hydroelectric dam within the proximity of the dam site. Initially, the College of Architecture and Planning as well as the College of Engineering were involved but eventually all the Colleges would have been involved as either advisors or consultants.

As it turned out, following the change of government, it appears that our involvement in the project has either been curtailed or truncated. In spite of very obvious constraints against our involvement in the project, it has been decided that we write to the new Chief Executive of Bui Power Authority to enquire about our continuous involvement in the project. If this turns out well, we could use Bui City as a laboratory for our students and faculty members will also gain useful practical experience from working on the project.

COMMITTEE TO BRAND THE UNIVERSITY

Following Council's directive, a Committee has been formed to examine ways in which we can re-brand and market the University. It is made up of experienced professionals from both within and outside the University. In the months ahead of us, we expect to see several activities being pursued to enhance our corporate image. In some cases, this may involve direct dealings with our various publics.

KNUST'S PRESENCE IN ACCRA

Each member of Convocation may have at one time or the other experienced one disadvantage or the other simply because of our location here in Kumasi. It was for this reason that we need to enhance our presence in Accra.

Apart from our small office at the Guest House which is headed by an Assistant Registrar, we need to enhance our visibility in Accra.

However, considering that we have not been able to redevelop our property at Ridge in Accra, the Development Committee has approved the development of that property into our Accra Campus. This facility will house our Institute of Distance Learning and at the same time, provide accommodation for an administrative office which will be manned by a Senior Assistant Registrar. This way, our presence in Accra would have been enhanced.

The proposed facility will have lecture rooms, offices, and other ancillary facilities. Sketch designs have been completed and the bids have been evaluated. We are currently awaiting Ministerial approval so this project can commence. It will be funded fully from our internally generated funds.

As part of the efforts to enhance our presence in Accra, we made strenuous efforts to take over the Ghana Telecommunications University College and did a lot in this direction; with assistance from Chairman of Council. Unfortunately, we met stiff opposition in respect of our proposals and in spite of all the covert and overt efforts, we do not seem to be making any headway. Indeed, it does appear that other considerations may have been given prominence over our request which was based on efficiency and patriotic considerations.

VICE-CHANCELLOR'S TENURE

As you are all no doubt aware, the Vice-Chancellor's tenure of office will elapse on Thursday, September 30, 2010. With this in view, Council was given adequate notice to set the process of appointing a new Vice-Chancellor in motion. Consequently, advertisements were placed in various media to announce the vacancy. The deadline for submission of applications from interested individuals was Friday, February 12, 2010. It is understood that only eleven applications were received and the Search Committee is currently busy at work. It is my wish that the appointment of the next Vice-Chancellor will be done early enough to enable the appointed candidate work with me for a 396 period of about four weeks before I leave office. This will ensure a smoothly transition of administration so that the next Vice-Chancellor can assume office fully aware of most of the challenges related to the office but this will really depend on the individual concerned. In any case, if the new Vice-Chancellor accepts this proposal, tremendous benefits will inure to the University.

CONCLUDING REMARKS

To conclude, it will be seen from the foregoing that a lot happened during the year under review and yet a lot more is currently on-going. Indeed, a lot more should also happen in the future so that the University can grow from strength to strength. However, critical to this is our ability, as a university, to sustain what has happened and is still happening. We have accomplished so much because we have used the framework established by our Corporate Strategic Plan to initiate and implement programs and projects. We have performed creditably well in each of the five thematic areas outlined in this plan but in addition, we

have also made use of every opportunity that has come our way. Within this-context, it may be a very useful exercise for us to review and evaluate our Corporate Strategic Plan to enable us better re-strategies for the next phase of the University's development.

We have also been able to achieve so much partly because of the consultative and collaborative manner in which these programs, projects and activities have been conceived and carried out. We can, therefore, all share in our success as a university and even resolve to do more in the ensuing year. Let us continue to keep our interest in KNUST awake and also maintain the camaraderie that we have developed over the years in the wider interest of our university. You should all remember that we need to maintain our enviable position as the best university in Ghana.

In short, the state of the University is "terrific" but one major challenge in future would be our ability to internally generate more resources.

Thank you for your kind attention!!!