

**UNIVERSITY OF PORT HARCOURT**

**EXERCISING RESPONSIBILITIES BY  
UNIVERSITY ADMINISTRATORS**

**VALEDICTORY LECTURE**

**By**

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## **PROGRAMME**

- 1. GUESTS ARE SEATED**
- 2. INTRODUCTION**
- 3. THE VICE-CHANCELLOR'S OPENING REMARKS**
- 4. CITATION**
- 5. THE VALEDICTORY LECTURE**

The lecturer shall remain standing during the citation. He shall step on the rostrum, and deliver his Valedictory Lecture. After the lecture, he shall step towards the Vice-Chancellor, and deliver a copy of the Valedictory Lecture and return to his seat. The Vice-Chancellor shall present the document to the Registrar.

- 6. CLOSING REMARKS BY THE VICE-CHANCELLOR**
- 7. VOTE OF THANKS**
- 8. DEPARTURE**

## **PROTOCOL**

Vice Chancellor Sir

Chairman and Members of the Governing Council

Deputy Vice Chancellor (Administration).

Deputy Vice Chancellor (Academic).

Deputy Vice Chancellor (Research and Development).

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Dean, School of Graduate Studies

Dean, Faculty of Science

Deans of other Faculties

Distinguished Professors and Scholars

Heads of Departments and Directors of Institutes

Staff and Students of the University of Port Harcourt

Distinguished Guests

Ladies and Gentlemen

## DEDICATION

This valedictory lecture is dedicated to my late brother in-law, a renowned Legal Colossus, the fearless defender of the voiceless, Nigeria's foremost Crude Oil Pollution and Environmental Rights Lawyer, a Philanthropist par excellence whose spirit of giving was unparalleled, and who used his God-given wealth to put smiles on the faces of humanity irrespective of tribe, religion, sex and affiliation, and who touched many lives positively, and restored hope to the hopeless, a good man and a jolly good fellow whose memories would linger for a very long time, Barr. Lucius Ezeakamadu Nwosu, SAN (A.K.A "Papa Doc Cum No Skin Pain").

Vice Chancellor Sir, I also dedicate this valedictory lecture to the numerous B.Sc and M.Sc Biochemistry Graduates supervised and mentored by me and whose names cannot be pencilled down here for want of space; and to the following Ph.D holders successfully supervised by me to learn how doctoral research is conducted and manuscripts edited to produce Theses suitable for an international audience:

1. Prof. Agomuo Emmanuel Nnabugwu
2. Prof. Nwaichi Eucharia Oluchi
3. Prof. Patrick-Iwuanyanwu Kingsley Chukwuemeka
4. Prof. Ikewuchi Catherine Chidinma (Nee Okaraonye)
5. Prof. Amadi Benjamin Achor
6. Prof. Ikewuchi Jude Chigozie
7. Assoc. Prof. Ohiri Reginald Chibueze
8. Prof. Anyalogbu Ernest Anayochukwu
9. Dr. Onobrudu Divine Avworosughene
10. Dr. Igwe Kalu Okereke (In Memoriam)
11. Dr. Iheagwam Pauline Ndidiamaka
12. Dr. Mrs. Favour Akpakpan Udoeyop (former Dr. Ekam Ime Akpakpan)

13. Dr. Effiong Chinedu Kalu
14. Dr. Obi Kelechi Nwabueze
15. Dr. Wellington Emmanuel Ogbomade
16. Dr. Egbuna Chukwuebuka
17. Dr. Uba Joy Ogechi
18. Dr. Nnadiukwu Uzoamaka Chinonso
19. Dr. Onyema Jennifer Obiajulu

## ACKNOWLEDGEMENTS

I am eternally grateful to God for keeping my wife and I alive despite the health challenges we passed through in 2024 and this year, 2025 respectively. It is by His grace that I stand today to deliver this valedictory lecture. May His name be praised and glorified in Jesus name Amen. I thank the first Vice Chancellor of this unique University (Late Professor Donald E.U. Ekong) who approved my admission as an undergraduate student in October 1978 (47 years ago).

I cannot thank the first, alumnus substantive Vice Chancellor Professor Owunari Abraham Georgewill enough for granting approval, and providing the enabling environment for me to deliver the valedictory lecture. Vice Chancellor Sir, I thank you again and again. I appreciate the Deputy Vice Chancellor (DVC) Administration (Prof. Chukwudi Ochi Onyeaso), DVC Academic (Prof. Mrs. Rosemary Ogu), DVC Research and Development (Prof. Mrs. Angela Ine Frank-Briggs), the Registrar and Secretary to Council (Dame Dr. Gloria Obiageri Chindah), the Bursar (Dr. Godspower Wobiaraeri Obah), the Librarian (Prof. Mrs. Helen Uzoezi Emasealu).

How do I thank the 6<sup>th</sup> Vice Chancellor, Prof. Don Baridam for appointing me to serve the University as a Member of the Senate Appeals Committee on Certificate Verification, ACCV (2006-2010)? When the Chairman of ACCV, Prof. O. JB Ojo retired in 2010, the Vice Chancellor appointed me Chairman of ACCV – a position I held from 2010 to 2025, having been retained by 5 successive Vice and Acting Vice Chancellors (Prof. Don Baridam, Prof. Joseph Atubokiki Ajenka, Prof. Ndowa E.S. Lale, Prof. Stephen Agochi Okodudu and Prof. Owunari Abraham Georgewill).

I am privileged to have worked with the five Vice Chancellors, and I thank them for entrusting me with the challenging tasks and responsibilities that contributed to the growth and advancement of the University. Hence, I served in ACCV for a total of 19 years – a record which I held in the University through the instrumentality of the five successive Vice Chancellors.

I thank the Director of Academic Affairs Uniport, Mr Goodnews Ijah for his guidance and assistance as well as Mrs. Constance Chuku of the Academic Office. I am grateful to Professor Celestine C and Chief Mrs Pauline Nwachukwu, Dr Emmanuel E. and Dr Mrs Patricia Anyanwu, as well as Professor Kingsley C and Dr Mrs Chinyere Patrick-Iwuanyanwu for their encouragement and support. Dr. Clement and Mrs Caroline Iro, Mr and Mrs Pius Ugochukwu, Prof and Dr Mrs Julian O. Osuji, Prof Mrs Eunice O. Nwachukwu, Dr and Mrs Innocent Chukwuemeka Emeziem are acknowledged for their contribution and support. I am grateful to Mr Sylvester Nwosu, whose kindness I appreciate through the years. I am deeply grateful to Barr and Mrs Zimizu Amandianaeze Nwosu, Mr Chijioge Nwosu, Dr. Jennifer Chimenka Nwosu, Engr. Jessica Chimerenma Nwosu, Barr and Barr Mrs Mathias Egelemba Nwosu, Ms Adaeze Ireoma Nwosu, Ms Elizabeth Ogechi Onyeike, Miss Favour Chimereuche Onyeike, Mr Akandu Jr. Nwosu, Dr Mrs Theresa E. Onuoha, Mr Newman Nwosu, Mr Don-Pedro Nwosu and Mr Ebogu Nwosu. My thanks goes to Mr Nelson Nkem Onyeike, Mr Matthew Nnamdi Onyeike, Mr and Mrs Clifford Onyeike, Mr and Mrs Charles Onwuanuogu, Mr and Mrs Stanley Onuoha, Mr and Mrs Marcel Onuoha, Lolo Victoria Onuoha, Dr and Mrs Okibedi Eke, Lolo Monica Eke, Mr Chisom Onyeike, Mrs Ebere Chinwe Nnorom (nee Onyeike), Nze and Lolo Cletus Ugom, Mr and Mrs Simon Warri, Mr and

Mrs Uchenna Ebiwe, Mr Chidiebere Onuoha, Mr and Mrs Ambrose Onouha, Mr and Mrs Jude C. Nwaogwugwu.

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As I bow out of the services of Uniport I urge the current members of Senate Appeals Committee on Certificate Verification (ACCV) to continue the good services to Uniport and I thank them (Prof. P.C. Stanley, Mrs. Nkiruka Ogbolo, Mrs. Owamma N. Christian) for the co-operation they gave to me while my Chairmanship of the Committee lasted.

My Late Father in-law Chief Louis Ejekwurumadu Nwosu, Late Mother in-law Chief Mrs. Annastesia Anuchauka Nwosu, Late Father Ezinna Paul Nwaogwugwu Onyeike and Late Mother, Ezinne Sussana Onuawuchi Onyeike are remembered and appreciated for sending my wife and I to school. For their support and prayers I remain indebted to Dr. Mrs. Chinelo J. Nwosu, Engr. Emmanuel Nwosu, Mr. Marcel Nwosu, Mr. Nnamno Nwosu, Ada Mirian Nwosu, Chief Peter Nwosu, Mrs. Cele Nwosu, Mrs. Charity Nwosu, Barr. Gerald Ikechukwu Nwosu, Dr. Chimenka Nwosu, Dr. Eucharia Nwosu, Barr. Leo and Mrs. Chikodi Ukaegbu. For their prayers I thank Mr. Romanus Chilaka. & Mrs. Rose Onyeike, Sir Vitalis Amaefule & Lady Kelechi Ursula Onyeike, Mr. Linus & Mrs. Stella Onyeike, Mr. Paul & Mrs. Sybilia Onuoha, Mr. Christopher & Mrs. Juliet Etim, Mr. & Mrs. Obioma Onuoha and Mr. & Mrs. Daniel Ufomadu. For their encouragement and goodwill I remain grateful to Dr. Mrs. Ifeoma Gladys Ugiomoh, Dr. Nkechi Bature-Uzor, Mr. Eugene & Mrs. Violet Odom, Mr. Akin & Mrs. Monica Odom, Mr. Odi & Prof. Mrs. Josephine Azuka Onyido, Prof. & Mrs. Bio L. Nyananyo, Prof. and Pharm. Herbert Stanley, Engr. Patrick I. & Mrs. Bibiana Imoh, Chief Vitalis & Dr. Mrs. Ebere Aliezi, Prof. and Prof. Mrs. E.C. Nduka, Prof. & Prof. Mrs. Martin Ifeanacho, Prof. & Dr. Mrs. Victor Ukaegbu, Prof. & Prof. Mrs. O.C. Umeozor, Prof. & Dr. Mrs. Paul Eke, Prof. & Dr. Mrs. E.O. Chukwuocha, Prof. & Dr. Mrs. A.E. Ataga, Prof. & Prof. Mrs. C.O. Onyeaso, Prof. & Mrs. Uzoma J. Nwogu and Prof. & Mrs. Nnaemeka Ngobiri. For their fervent prayers I remain grateful to my Spiritual Director, Rev. Fr. Dr. Donatus Odinakachi Okeowhor, Rev. Fr. Anthony Nwudah, Rev Fr. Silas Onuoha, Rev. Fr. Erasmus Iwuchukwu and Rev. Fr Jerome Nwachukwu, Rev. Fr. Leo Ekechukwu, and Rev. Sr. Chindimma Bibiana Chukwu. For the gift of Emeritus Prof.

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Prof. Mrs. Heoma Nsirim Worlu and Prof. & Prof. Mrs. C.C.  
Chukueggu.

To those whose names could not appear here for want of  
space, I am grateful. I thank the audience for coming and  
listening.

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## **1.1 Introduction**

Vice Chancellor Sir, for everything there is a season, a time for every activity under the heavens (Eccl. 3:1), a time to be silent and a time to speak, a time to commence a career in the University and a time to retire from the services of the University, a time to deliver an inaugural lecture and a time to deliver a valedictory lecture, a significant event in the academic calendar that marks the culmination of a distinguished career.

For me as an academic, and at one time also a University Administrator, (Acting Head, Department of Biochemistry 2006-2008 and Dean, Faculty of Chemical Sciences, University of Port Harcourt 2015-2017), there was a day to join the services of the University of Port Harcourt (November 15, 1991) and a day to bow out of the services of the same University (December 10, 2025). In the process of carrying out my duties or responsibilities as an Academic and Administrator in the Universities, specific issues have agitated my mind, one of which I have decided to share with this distinguished audience in my valedictory lecture titled “EXERCISING RESPONSIBILITIES BY UNIVERSITY ADMINISTRATORS”.

I have been a teacher for 41 days (1 month and 10 days), less 49 years. My appointment letter as Auxiliary Teacher Grade II with the Imo State School System was dated January 20, 1977. I have officially taught in two Primary Schools in 1977 and 1978, and many Secondary Schools in the States of Imo, Ebonyi, Niger and Anambra. I functioned in those secondary schools as Senior Chemistry and Mathematics Tutor, Head of Science Department, and Acting Vice Principal. I rose to the rank of Senior Master II, awaiting promotion to Principal Cadre, before joining the services of the University of Port

Harcourt as an Assistant Lecturer on November 15, 1991. With a B.Sc (Hons) in Biochemistry 1982 (UPH) and a PGDE obtained in 1986 (UNN), I became a qualified Teacher. I was a WAEC Examiner in Chemistry II for 22 years (1984-2006) before disengaging due to the pressure of work at the University level. This background provided a soft landing for me to undertake the business of teaching, research and community service at the University of Port Harcourt.

My association with the University of Port Harcourt spans 47 years, from my undergraduate studies in 1978. Hence, out of my nearly 49 years of service as a Teacher at the Primary, Secondary, and University levels (1977-2025), I have spent 14 years in Primary and Secondary Schools, and 35 years teaching at the University of Port Harcourt (full-time). Two of the 35 years were spent on Sabbatical appointments at the Federal University of Technology, Owerri (2004/2005 session), and the Federal University Otuoke, Bayelsa State (2013/2014 session).

At the Federal University of Technology, Owerri (FUTO) apart from teaching, research, and community service, I participated in developing the curriculum for the Master of Science (M.Sc.) programme in Biochemistry and in mentoring younger academic colleagues. Like in most Nigerian Universities, Biochemistry, by 2013, was not taught in Year 1, as the teaching of the course would usually commence in Year 2. As at Thursday, March 27, 2014, all HODs and Deans up to the rank of Professors were designated as Acting at Federal University Otuoke (FUO). Biochemistry was a programme in the Department of Biological Sciences, with three academic staff members: Prof. Kokoete Ekerete Ekpo (Ag. HOD), Prof. Eugene Nwaogwugwu Onyeike, and Mr Omotayo Babatunde Ilesanmi (Assistant Lecturer). Unfortunately, six weeks into

the First Semester of 2013/2014 session, the Acting Head of Department left the University and did not return back to his duty post again. As a result, I taught and examined the first three Year 2 Biochemistry courses at the University for the first time, assisted by the then Assistant Lecturer, Mr O.B. Ilesanmi, who is now a Senior Lecturer in the Department of Biochemistry at FUU. The first 3 Biochemistry courses which I taught for the first time are:

- (i) BCH 201 Introductory Biochemistry I
- (ii) BCH 204 Introductory Biochemistry II
- (iii) BCH 206 Introductory Analytical Biochemistry.

By the time I completed my sabbatical appointment, the academic staff strength was 6 (Professor 1; Assistant Lecturers 2 and Graduate Assistants 3).

Vice-Chancellor Sir, to assist the Department grow and develop, I accepted appointments as Adjunct Professor of Biochemistry at FUU for seven consecutive sessions (2014/2015 to 2020/2021). During that time, I had the privilege of working with a dedicated team and contributing to the academic growth of the Department. Together, we were able to provide Academic Leadership that enabled the Department to graduate the first set of Biochemistry students at the Federal University Otuoke, in Bayelsa State in 2016 (2015/2016 session).

The first Vice Chancellor of the Federal University Otuoke, Prof. Mobolaji Ebenezer Aluko, always acknowledged the contributions of those of us from the University of Port Harcourt (Professor Bio Louis Nyananyo, Prof. Mrs Philomena Ekeikhomen Ejele, Prof. Eugene Nwaogwugwu Onyeike, Prof. Oamen Eremonsele Abumere and Prof. Anthony Suotonye Ekine, now in Memoriam) for serving as early Foundation

Staff of the University and helped in policy formulations of the University as members of the University Senate. The ways we (the Port Harcourt Group) as referred to worked and conducted ourselves gave the University of Port Harcourt a big plus in the eyes of the Administrators at the Federal University Otuoke, Bayelsa State.

### **1.1.3 What is a valedictory lecture?**

A valedictory lecture is a deeply personal and emotional event, a farewell address, delivered at a university setting, by Professors as they retire from the services of the University. During the lecture, the valedictorian bids the University Community a goodbye from active service. While the inaugural lecture is mandatory, the valedictory lecture is optional but important. The lecture is delivered to serve any of the following purposes.

- i. Provide opportunity for staff, students and the general public to benefit from and share some of the experiences which the Valedictorian has acquired over the years in the course of his/her services to the University.
- ii. Provide an opportunity for the Valedictorian to express gratitude to God and the University for the blessings of life over the years and for the chance to serve humanity. Also, to thank all those who, over the years, encouraged and assisted the lecturer in one way or another during their service to the University.
- iii. Advise the University on how to address specific issues and challenges to achieve optimal results.
- iv. Allow the Valedictorian to look back (going down memory lanes) to assess one's successes and failures as a University Lecturer.

Vice Chancellor Sir, Emeritus Professor Emmanuel Okogbue Anosike of blessed memory, of the Department of Biochemistry, Uniport was the first to deliver a valedictory lecture in the University of Port Harcourt on November 4, 2006 titled “Desecration of the Ivory Towers” The second valedictory lecture from the Department of Biochemistry titled “Research and Development: Key to Sustainable Development,” was delivered by Emeritus Professor Bene Willie Abbey on January 16, 2018. On 25<sup>th</sup> September, 2025 Professor M.O. Monanu delivered the third valedictory lecture from the Department of Biochemistry titled “Life without enzymes: A Mirage?. The fourth valedictory lecture from the department of Biochemistry titled: “The Stomach and Neighbours have Deaf Ears to the Economic and Technical Language of Food Insecurity” was delivered by Professor Mrs Joyce Oronne Akaniwor on 20<sup>th</sup> November 2025. Today’s (9<sup>th</sup> December, 2025) valedictory lecture by Professor Eugene Nwaogwugwu Onyeike titled “Exercising Responsibilities by University Administrators” is the fifth from the Department of Biochemistry, University of Port Harcourt.

#### **1.1.4 Explanation of Concepts**

##### **1.1.4a University**

The University, derived from the Latin word “Universitas,” meaning “whole” or “entire,” or “universe,” is a beacon of knowledge creation, utilisation, and dissemination. It is an institution of higher learning established for teaching, research and community service, leading to the award of certificates, diplomas and degrees. From a particular perspective, the university is a community of teachers and scholars. It is a place where human beings are transformed into professionals with diverse thoughts and ideas necessary to develop their talents for creativity and innovation (Ajienska, 2025).

### **1.1.4b Administration**

According to the BBC English Dictionary (1992), administration is a range of activities connected with the organisation or supervision of a company, institution or country. It is concerned with the way that an organisation or institution functions. The administration of something is the process by which it is organised and supervised.

As a singular noun, the administration of an institution, such as a university, refers to the group of people who organise and supervise it. However, as a countable noun, a country's government, as in the United States, can be referred to as the administration. The process of administering something encompasses the administration of medication, justice, and other similar actions. If we consider a country's government as the administration, its policies and programmes can be compared with those of the previous administration.

### **1.1.4c Principles of Good Administration**

The principles of good administration are not just guidelines, but they are the bedrock upon which the Parliamentary and Health Service Ombudsman judges performance. These principles are:

- (i) Getting something right in accordance with the law and the public body's policy and guidance, and taking account of established good practice. It is essential to ensure adequate service provision by employing well-trained and competent staff and making informed decisions based on relevant considerations.
- (ii) Ensuring openness and accountability about policies and procedures, and that information provided is clear, accurate and complete. Appropriate and proper management of information, proper record keeping,

- taking responsibilities for actions taken and giving reasons for decisions made.
- (iii) Putting things right – acknowledging mistakes and apologising, correcting mistakes quickly, operating an effective complaints method.
  - (iv) Being friendly with people and ensuring that they can access services easily, dealing with people helpfully and promptly, and responding to the needs of individuals, bearing in mind their circumstances.
  - (v) Acting fairly and proportionately by treating people impartially with respect and courtesy without unlawful discrimination and conflict of interest, ensuring objectivity in dealing with people and issues, and that decisions taken are appropriate and fair.
  - (vi) Seeking continuous improvement by reviewing policies/procedures regularly for effectiveness, asking for feedback which would be used to improve services and performance (<https://www.ombudsman.org.uk/aboutus/our-principles/principles-good-administration/summary>).

#### **1.1.4 University Administration**

The administrative arm is a component of university employees responsible for the maintenance, organisation and supervision of the institution, and separate from the academics. However, some personnel may have joint responsibilities. Note that administration is a career area in higher education institutions.

University administration encompasses a wide range of professional areas, comprising individuals with diverse backgrounds, skills, talents, and professional competencies necessary for working in an academic environment. This

diversity is a strength that enriches the university's administrative landscape.

**1.1.4e University Administrators**

A University Administrator is any staff member of the University assigned (appointed) full-time to a position whose roles range from administrative to professional.

Table 1: Distinction between professional and academic administrators

Professional	Academic
<ul style="list-style-type: none"> <li>• Vice Chancellors</li> <li>• Deputy Vice Chancellors</li> <li>• Registrars</li> <li>• Bursars</li> <li>• Librarians</li> <li>• Directors of Works and Physical Planning</li> <li>• Directors of Health Services</li> </ul>	<ul style="list-style-type: none"> <li>• Provosts of colleges</li> <li>• Deans of Postgraduate Studies</li> <li>• Deans of Faculties and Schools</li> <li>• Heads of Departments</li> <li>• Heads of Academic Units of Public Universities</li> </ul>

Source: Duze (2012)

University administration requires constant teamwork and communication to achieve set goals. University administrators are primarily concerned with how to manage resources allocated to them. This includes managing budgets, personnel, and policy, shaping institutional priorities and practices, and ensuring proper co-ordination, communication, and quality standards in job performance (Duze 2012). Their role is crucial in ensuring the efficient and effective functioning of the institution.

### 1.1.4e Functions of University Administrators for Quality Assurance

As reported by Ogunsaju (2006), the functions are

- (i) **Planning:** Here, the ability of the administrator to look ahead and be able to formulate and select appropriate objectives and procedures to be adopted are considered. The administrator should actively participate in managing administrative activities.
- (ii) **Organising:** This involves the administrator's ability to create a structured work, and the process of assigning tasks to employees with a view to achieving set objectives.
- (iii) **Staffing:** Here, the administrator is required to look out for the right candidates and to place them on the right job to reflect their qualifications, experiences and capabilities for achieving institutional objectives.
- (iv) **Motivating:** In order to ensure the desired quality of work output, maximum efficiency and effectiveness, administrators should be motivators who know how to boost the morale of workers. Workers can be motivated by the regular payment of salaries and allowances, as well as the payment of 13<sup>th</sup> month salaries or at least one bag of 50kg of rice and a gallon of groundnut oil in December.
- (v) **Evaluating:** This involves the ability of the administrator to review performance and outcomes of activities in consonance with the aims and objectives to ensure that they are achieved via a quality control system.

Apart from the above five functions, Ogunsaju (2001) maintains that an administrator should be a good listener, an encourager, a reporter, a watcher, a judge, a critic, and a

decision-maker in order to perform their roles effectively in assuring the quality of job performance.

### **1.1.4f Responsibility**

The word "responsibility" is derived from the Latin word "responsus," meaning to respond. It connotes trustworthiness, the trait of being answerable to someone for something. It connotes dutifulness, an obligation or a social force that binds a person to the courses of action demanded by that force. (<https://dictionary.cambridge.org/dictionary/english/responsibility>) Responsibility is a state of being accountable or answerable for something within one's control, power or management. It is something that is one's job/duty to deal with.

According to the BBC English Dictionary (1992), if you have responsibility for something, it is your duty to deal with it, and make decisions relating to it, and if you accept responsibility for something that has happened, you agree that you were to blame for it. One's responsibilities are the duties that he/she has because of their position or job.

### **1.1.4g Prerogative**

Something that is the prerogative of a person or group is a privilege or right that is exclusive to them. A privilege is a special right or advantage that puts one person or group in a better position than others. Someone privileged has an advantage or opportunity that most other people do not have.

## **2.0 University Administrators and the Exercise of Responsibilities**

### **2.1 Appointments of Staff to Positions**

The Principal Officers of the University (Vice Chancellor, Deputy Vice Chancellors – Administration, Academic,

Research and Development, Registrar, Bursar, Librarian) as University Administrators in the Appointments of Staff to Positions of Responsibilities in the University; When exercising their responsibilities or prerogatives in appointing University staff to certain positions, University Administrators should not discriminate among them based on factors such as friendship, ethnicity, sex, religion, race, or other personal characteristics. Thumbs are up for those University Administrators who carry out their duties of appointments based on merit and capabilities. In Nigeria, some University Administrators are guilty of appointing only individuals they consider to be their friends, associates, or those from their states of origin, or those who attend the same church with them, which is improper.

A situation where some staff are appointed to two to three important positions simultaneously, while many others, including those of the rank of Professors, Deputy Registrars, Deputy Bursars, Readers, and Senior Librarians, are not given the opportunity to serve to see how they can perform, does not make sense. It is unacceptable and should not be encouraged. Many talented staff members are rendered redundant and not given the opportunities to showcase their potentials. It is not a thing of pride in a University system for specific individuals to be labelled “any government in power” (AGIP).

### **2.1.1 The Acronym Any Government in Power Staff (AGIPS)**

AGIPS in relation to University Administration is a label ascribed to any staff member of the University who finds themselves in one appointment or another to serve with every Vice Chancellor that comes into office. Vice Chancellor Sir, for this lecture, I have distinguished between two types of AGIP staff (AGIPS), namely

- (i) Desirable Any Government in Power Staff (DAGIPS)
- (ii) Undesirable Any Government in Power Staff (UAGIPS)

A case study conducted by me in Uniport in 2024 showed that teaching and non-teaching DAGIPS were only about 15% of those that could occupy critical positions in the University (Senior Lecturers to Professors and equivalents in the non-teaching that have attained career positions and their non-teaching equivalents. This 15% group is a blessing to the University. Prominent among them in Uniport as a case study were the likes of retired Professor Onyewuchi Akaranta of the Department of Pure and Industrial Chemistry. Why Professor O. Akaranta? Among others, he

- (i) Participated in the establishment of a Mini-Paint Factory in Delta Park Campus, Uniport, that produces emulsion paint, made possible in 2011 through the support of the 7th Vice Chancellor, Emeritus Professor Joseph Atubokiki Ajienka, and the pioneer Deputy Vice Chancellor (Research and Development) Emeritus Prof. Bene Willie Abbey.
- (ii) Delivered the University of Port Harcourt Founders Day Lecture in 2015 titled “Thinking, Research and Communication” (TRAC) in the development of science and indigenous knowledge.
- (iii) Participated in writing the grant proposal, which attracted \$260,000 (Two Hundred and Sixty Thousand Dollars) for refurbishing the Phytomedicine Laboratory in Uniport’s College of Health Sciences under the World Bank Step B Project (2008-2012), at the end of which the laboratory was upgraded to the Centre for Malaria Research and Phytomedicine (CMRAP).
- (iv) Wrote the proposal in 2010, funded by the Director, Institute of Petroleum Studies (IPS), Emeritus Prof. J.

- A. Ajenka, for the establishment of the Centre for Petroleum Geosciences (CPG). The MacArthur Foundation of the USA supported this establishment with a grant of \$900,000 (Nine Hundred Thousand Dollars).
- (v) Participated in proposal writing in 2009 for the establishment of the Institute for Natural Resources, Environment and Sustainable Development (INRES), which the MacArthur Foundation supported with a grant of \$700,000 (Seven Hundred Thousand Dollars).
  - (vi) Co-ordinated the grant proposal of 5.5 million dollars for the establishment of the World Bank Africa Centre of Excellence for Oilfield Chemicals (ACE-CEFOR) for a five-year cycle (2014-2018), which was renewed by the World Bank for another 5 years (2019-2023) with \$5.0 million (Five Million Dollars).
  - (vii) Submitted a proposal for the establishment of World Bank Africa Centre of Excellence for Public Health and Toxicological Research (ACE-PUTOR) which attracted to Uniport from World Bank a grant of \$6.0M (Six Million Dollars) for a five-year cycle (2019-2023) thus making the University of Port Harcourt one of the three Nigerian Universities with two World Bank Centres of Excellence.
  - (viii) secured for the University in 2020 a two-year (2021-2023) grant of \$50,000 (Fifty Thousand Dollars) from the International Centre for Insect Physiology and Ecology (ICIPE), Nairobi under the partnership for Skills in Applied Sciences, Engineering and Technology Regional Scholarship and Innovation Fund (PASET-RSIF) for strengthening institutional infrastructure for an innovation ecosystem at the University of Port Harcourt.

- (ix) Secured a research grant of \$83,994 (Eighty-Three Thousand, Nine Hundred and Ninety-Four Dollars) from ICIPE for the development of oilfield chemicals using agro-wastes for the period of two years (2022-2024).

Vice Chancellor Sir, it is therefore understandable and justifiable why this AGIPS is considered DESIRABLE and a blessing to the University, and had a rare privilege of working with five Vice Chancellors in succession (1999-2022) in the administration of the University, with a focus on how to contribute to making the University of Port Harcourt an Entrepreneurial University.

### **Undesirable Any Government in Power Staff (UAGIPS)**

Whenever the Governing Council of the University appoints a new Vice Chancellor and Chief Executive, the UAGIPS would relocate to the new location. There is hardly any Nigerian University without UAGIPS.

#### **2.1.3 Characteristics of UAGIPS**

- (i) They go all out, scheming (making secret plans often to deceive others in the guise of serving) for positions to be appointed to occupy.
- (ii) They do not believe that they can work in the University for two whole years without occupying important positions that will enable them to perpetuate their planned evil.
- (iii) UAGIPS blackmail their colleagues to get undue appointments to certain positions in the University.
- (iv) Before any University Administrator (Vice Chancellor, Registrar, Bursar, etc), the UAGIPS say things that are not true about others, aimed at damaging their

reputation and diminishing their chances of being considered for certain positions.

For instance, in one of the Universities in the South-South geopolitical zone of Nigeria, a Professor was quoted to have peddled a falsehood that a particular Professor, who was being considered for appointment as Dean, School of Graduate Studies, was asthmatic, and hence would not be capable of piloting the affairs of the Graduate School. The erring Professor was, however, disappointed as the Vice Chancellor, who, in exercising his responsibility, saw the Schemer as a traitor, dropped him and appointed the appropriate academic staff of his choice, who ended up performing excellently. What a commendable exercise of responsibility by the Vice Chancellor!

- (v) They are camelionic and sing unholy praises of the Administrator in Office in the University to enable them to get what they want.
- (vi) The UAGIP exhibit ant-social behaviour and severe personality disorder (attacking and killing people) lack of empathy, and manipulative tendencies and hence a disgrace to the university.

Vice Chancellor, Sir, such UAGIPS who go about destroying the image of their colleagues in order to occupy positions of undue influence should repent and be saved, for the kingdom of God is at hand. Many University staff members genuinely wish the Vice Chancellor and other University Administrators to succeed. Vice Chancellor Sir, those who will succeed your team are advised to be mindful of those praise singers who say all good things about the University administrators, qualifying them as astute, (clever and skillful at understanding behaviours and situations), digital, iconic, meticulous, and the like but behind the scenes, they condemn and damage their reputation.

## **2.2 Appointments of Heads/Acting Heads of Departments and Units**

In all Universities in Nigeria, it is the prerogative/responsibility of the Vice Chancellor to appoint Heads of Departments who will work with him as members of the management team. Such appointments shall usually be made from among the non-teaching and teaching staff in order of seniority for a period of two years, as is the case in our own University of Port Harcourt.

Many Vice Chancellors follow these tenured appointments religiously, thereby maintaining order and peaceful co-existence among staff in the Departments. However, a few Vice Chancellors, in exercising their responsibilities, appoint Heads of Departments not based on the order of seniority of staff, but rather on undue considerations (such as ethnic or religious background). Such unacceptable considerations regarding the appointments of Head of Departments can generate crises within these Departments. My experience in one of the Universities where I participated in the National Universities Commission Accreditation Exercise was the appointment of a Lecturer II who had just defended his PhD six months prior as Departmental Co-ordinator. It happened in a Department where there were Professors, Readers, Senior Lecturers and Lecturer I. Here, you see a Vice Chancellor exercising responsibility with impunity. This action by the Vice Chancellor was counterproductive, condemnable, and unacceptable for the following reasons.

- (i) It is not justifiable for the Vice Chancellor to state that none of the senior academics could be good enough to pilot the affairs of the Department to warrant the appointment of a Lecturer II as Co-ordinator.
- (ii) The tendency would be for the Senior Academics not to co-operate with such a Departmental Co-ordinator in

the discharge of their duties, and the consequences are grave.

- (iii) The Co-ordinator whom I met one-on-one during the NUC Accreditation was so confused about the issues required to be addressed to pass accreditation, to the extent that he started to see his appointment as a punishment.

In the four main component areas (i) Academic matters, (ii) Staffing, (iii) Physical facilities and (iv) Library, required to obtain 70% and above in order to pass accreditation, the Department got 72% in just one component, and below 70% in the other three, and hence failed the exercise.

In the years past, a certain Vice Chancellor in a Nigerian University was unceremoniously removed from Office by the authority that be, on account of his discriminatory actions on University appointments against people of a particular ethnic group. This was because any member of staff recommended to that Vice Chancellor by the Dean of the Faculty for appointment as Head of Department or any other important position would always be dropped if the person to be appointed belonged to a particular ethnic group.

In making appointments of Heads of Departments, especially in Federal Universities, Vice Chancellors are advised and encouraged to consider those to be appointed as Nigerians first, and treat them equally, and not because A is from Otuoke in Bayelsa State, B is from Lafia in Nasarawa State, and C is from Akure in Ondo State, etc.

### **2.3 The Making of University Professors and the Exercise of Responsibilities by University Administrators**

Vice Chancellor Sir, even people outside the University system (the society at large) can benefit from what happens in the

University through a valedictory lecture. The announcement for the Annual Appraisal and Confirmation of Appointment Exercise for Academic Staff Promotion to the rank of Professor is typically made by the Registrar of the University around April each year, and not at any other time the Registrar deems suitable.

Prospective applicants are required to complete the appraisal forms, which they submit to the Head of Department accompanied by the research publications (books, journal articles, chapters in refereed books, technical reports, short communications, research notes, conference proceedings, national and international patents. Transparent communication in this process is vital for maintaining trust and fairness.

### **2.3.1 Criteria for Assessment and Assessment Procedure**

The criteria consist of

- (i) Qualifications
- (ii) Professional Experience
- (iii) Research and Publications
- (iv) Professional Activities
- (v) University/Public Service
- (vi) Administrative Experience

At the University of Port Harcourt, for example, the Departmental Appointments and Promotions Committee (A&PC Professorial) is composed of the Head of Department, who is usually a Professor and serves as Chairman, and all other Professors in the Department as members. Senior Lecturers and Readers do not participate in the appraisal of candidates for professorship, even when they function as Acting Heads of Departments. Where there is no Head of Department (HOD), the most senior Professor in the Department shall function as Chairman of the Departmental

Appointments and Promotions Committee. It is an aberration and a violation of University Guidelines for an Acting HOD to participate in any form (assigning the research publications of a candidate for promotion to a Professor of his/her choice for assessment, commenting, recommending and signing the HOD's Section on the candidate's form to reflect the decision of the Department). Acting HODs involved in arrogating to themselves this responsibility are henceforth advised to desist from doing so, after listening to this lecture, because the outcome of such a process in which they participate could be challenged and rendered a nullity.

For each candidate to be assessed, the Chairman of the Departmental Appointments and Promotions Committee assigns the research publications and other documents submitted by the candidate to a Professor in the Department to do the assessment using the Guidelines Approved by the University, and produce an Assessment Report, that includes the total points obtained by the candidate in each of the criteria for assessment to determine if the minimum points required for promotion have been met as the basis for recommendation of the candidate.

A meeting of the Appointments and Promotions Committee (Professorial) is then held to discuss the assessment report, during which other Professors make inputs. Inappropriate points scored by the candidate are amended, and appropriate points denied the candidate are added, and the total points scored by the candidate are determined. The decision to recommend the candidate for promotion or not is then made.

The HOD shall present the cases of candidates recommended by the Departmental A&PC, along with their research publications and other necessary documents, to the Faculty/College A&PC as applicable.

The Dean shall chair the Faculty A&PC, while for the College, the Provost shall be the Chairman. Heads of Departments and other Professors shall be members. As it is done at the Departmental level, the Faculty/College A&PC shall appraise the candidate and the score obtained, and the recommendation shall prevail over that at the Departmental level.

The University Central Appointments and Promotions Committee (Academic, Professorial) is chaired by the Vice Chancellor and, in his absence, by a representative nominated by him. Members include Deans of Faculties, the Provost of the College of Medicine/Health Sciences, Heads of Departments, and Professors in the Faculties/College. At the meeting, cases of candidates for promotion are presented by the Provost/Deans, and inputs are solicited and decisions made.

The Appraisal Committee would consider and approve the prima facie cases made by the Faculties/College for the Promotion of the candidates. Suppose an application fails at any level, Department/Faculty/Central, the candidate should be officially informed within 72 hours by the Head of Department/Dean of Faculty/Provost of the College of Health Sciences/Registrar of the University, whichever is applicable, stating why the application was not successful. Sadly, it is observed that in over 80% of such failed cases at each level of assessment, university administrators do not exercise this responsibility effectively by not communicating to candidates why their cases failed. The Chief Executive is advised to make

the exercise of this responsibility mandatory to avoid creating bad blood and relieving tension on the part of the candidate being assessed.

### **2.3.2 Petitions**

A candidate not recommended for promotion can petition at any level of the appraisal exercise. The manner prescribed for a petition against rejection at any level is specified under the Guidelines for Handling Petitions arising from promotions contained in the Guidelines for Appointments and Promotions of Academic Staff Approved by the Governing Council of the University (2017). Aggrieved candidates should be encouraged to seek redress through this option, rather than being shouted at or labelled petition writers.

### **2.3.3 External Assessment of the Publications of a Candidate for Promotion to the Rank of Professor**

Following approval for the promotion of a candidate to the rank of Professor by the Central Appointments and Promotions Committee (Academic), the Chairman of the Committee would request the Provost of the College/Dean of Faculty, as applicable, to forward to him for each candidate being assessed the following:

- (i) 3 sets each of the candidate's published works and curriculum vitae
- (ii) Names of 5 possible External Assessors, their institutional affiliations and phone numbers, ensuring a spread among the six geopolitical zones.

It is the prerogative of the Vice Chancellor to decide on the three out of the five External Assessors to whom the published works will be sent for assessment. The Vice Chancellor is advised to mail out the documents to the External Assessors himself/herself, and not to assign that responsibility to his Secretary/Chief of

Staff/or Special Assistant. This would prevent the leakage of official information to some candidates who unethically seek to know where their papers were sent and the names of the Assessors.

- (iii) Sadly, some candidates who know their External Assessors through the Office of the Head of Department/Provost of the College/Dean of the Faculty/Vice Chancellor make unholy contacts directly or indirectly with them, thereby defying the ethical standards and embarrassing the External Assessors. The degeneration experienced today, whereby some candidates aspiring to be Professors go to great lengths to know their external assessors and make contacts with them for undue favour, is condemnable and indeed unacceptable, as it erodes the integrity of the assessment and promotion exercise.
- (iv) It is only the Vice Chancellor who should know the External Assessors of a candidate's published works, and only he/she should know when the assessment reports are received as mailed in his personal name. This practice should be firmly maintained. The Vice Chancellor is advised not to give room for any other person (VCs Secretary, Chief of Staff, Special Assistant to the Vice Chancellor) to open any mail addressed to the Vice Chancellor in his personal name. My advice is that there should be no compromise in this regard.
- (v) It is an excellent and commendable practice for a Vice Chancellor to send out the three sets of the candidate's papers to the three External Assessors simultaneously, and wait to receive the assessment reports as it is presently done in some Universities.
- (vi) It is also an excellent practice for a Vice Chancellor not to delay in initiating the process of announcing the

candidate as a Professor, once two positive external assessment reports are received by the Vice Chancellor.

### **2.3.4 Unacceptable Actions of University Administrators in the Process of Promoting Staff to the Rank of Professor**

The actions itemised below are inimical to progress and staff growth on the job.

- (i) The Head of Department or Dean of Faculty may, in some cases, decide to defer an appraisal meeting to prevent the assessment of one or a few candidates not in their good books from taking place at the same time at the Central Appointments and Promotions Committee Meeting with their counterparts in other Faculties/Colleges.
- (ii) A few Vice Chancellors do send out a set of a Candidate's papers to one External Assessor, wait for the report to come back. The Vice Chancellor then sends the second set of papers and documents to the Second External Assessor and waits for the report before deciding on the next steps to take. This practice or deliberate action would delay the candidate's promotion, increase anxiety, and increase the waiting time for the candidate. The action, which may also appear as punitive, is unacceptable and should not be encouraged. Instead, a transparent and efficient process of external assessment should be followed, where all necessary documents are sent to the three External Assessors at the same time to expedite the process and reduce unnecessary waiting time for the candidate.
- (iii) The papers of a candidate for external assessment should be sent to the experts in the field nominated by the Department and recommended to the Vice Chancellor through the Dean. The Department knows the External Assessors better than relying on names

located on the internet by the Vice Chancellor. It does not make sense to send a candidate's papers for assessment to an expert in the field/discipline who had since passed away.

- (iv) There are situations where Vice Chancellors receive external assessment reports of candidates for promotion, lock them up in their Office cabinets, move about in the vicinity flinging a bunch of keys including the key to the office cabinet where the assessment reports are locked in, attend social and statutory functions, shake hands with the candidates whose assessment reports are in the cabinet, keep their ears wide open to hear what comments/remarks any of such candidates have made or are making against the Vice Chancellor, his person or administration. Competency and excellence, which are hallmarks of the academic culture, should remain the yardsticks for the appointment of a Professor.

Vice Chancellor Sir, I was promoted Professor of Biochemistry with effect from 19<sup>th</sup> March, 2007. In 2009, I assessed a candidate in a renowned Nigerian University whose prima facie case for promotion to Professor initially received ascent by his University in October 2005. The candidate was among those whose papers were found to have been kept unassessed by the immediate past Vice Chancellor, but retrieved by the newly appointed Acting Vice Chancellor. My enquiries revealed that the candidate's offence was that he did not support the Vice Chancellor's candidacy during his campaign for the position of Vice Chancellor, but aligned himself with another contestant (his PhD Supervisor) who also contested for the position and lost his bid to become Vice Chancellor. Can we say that the action of a contestant who won the race for the Vice Chancellorship position and went on

to keep the papers of a candidate who did not support his bid to be Vice Chancellor unassessed for professorship for 5 years justified? I have not mentioned anybody's name but if you are a Professor, you should please come your teeth with your tongue

I returned the positive assessment report within one month. The candidate was promoted, effective October 1, 2005. What an aberration for a Professor of 2007 standing assessing for professorship the Professor of 2005?

#### **2.4 The Head of Department and the Exercise of Responsibilities**

The Head of Department (HOD) is usually a Professor. A Reader or Senior Lecturer is appointed to occupy that position in an Acting capacity, and so designated Acting Head of Department. A Lecturer I may be appointed to coordinate the affairs of the Department in the absence of a Professor/Reader/Senior Lecturer and thus designated a Co-ordinator.

In the University of Port Harcourt, for instance, the duties, responsibilities and functions of a HOD are stipulated in the letter of appointment, including, but not limited to the following.

- (a) Prepare and manage the Departmental budget
- (b) Assign courses
- (c) Conduct Departmental Meetings
- (d) Evaluate continuously the instructional, research and administrative processes of the department
- (e) Represent the Department at Faculty Board Meetings
- (f) Any other responsibilities that may be assigned to the HOD by the Vice Chancellor.

Yes, the HOD prepares and manages Departmental budget from funds that accrue to or are generated by the Department. This is a crucial responsibility that requires transparency, accountability, and proper financial management. Vice Chancellor, Sir, if you sample the opinions of 10 professors from ten different Departments on how their Departments budgets are managed, you will be surprised to find that not more than 30% may know. If a Professor does not know, is it an Assistant Lecturer or a Lecturer II who is struggling to attain a career position and find their feet that will know?

### **Sources of Funds to the Department**

These include, among others

- (i) Monthly subvention from the University
- (ii) Sales of laboratory practical manuals and books written by the Department.
- (iii) Donations from public-spirited individuals and ex-graduates of the Department.

To exercise the responsibility of chairing the management of Departmental budget is not to put monies/funds meant for the Department in the Head of Department's pocket or his/her personal bank account. Most Heads of Departments today do not present a budget to the Departmental Board for consideration and implementation, as they see it as a one-person affair. The response to complaints about this mode of exercising responsibility is sluggish. What you hear from most Heads of Departments when a staff member complains about wrong doing is "wait for your turn", as if one's turn to become Head of Department confers on him/her the immunity to embezzle public funds.

Nevertheless, there are rumours and accusations behind the scenes about how some Heads of Departments allegedly use illegally acquired funds to purchase land, build estates, and buy cars for themselves and their spouses. The Chief Executive of the University is encouraged to develop strategies to address this wrong doing and a means of recovering such monies as a deterrent to others.

The second responsibility of a Head of Department is to assign courses. While many HODs carry out this function diligently, ensuring that courses are evenly assigned and considering the areas of staff specialisation, some HODs selectively assign the so-called lucrative courses to their academic staff friends only. This biased practice not only undermines the integrity of the Department but also hampers the professional growth of other staff members. It is crucial to uphold fair and transparent practices in course allocations.

There are HODs that remove the names of Lecturers who have not taught certain courses for more than two sessions, and replace them with names of those who they intend to write a book on the course. When the aggrieved Lecturers complain to their colleagues about the manner in which the courses were assigned or allocated, those of them who are in the good books of the HOD, and are favoured, would say to the aggrieved staff, “wait for your turn”.

Vice Chancellor, Sir, this is unacceptable, and the University should take stringent measures against the perpetrators of this unholy 'wait for your turn' syndrome. Again, if you are holding someone on the ground and they suddenly get up, two things may happen. He may decide to run away or to hit one below the belt.

On the issue of conducting statutory Departmental meetings, the dates of which are specified by the University calendar, one finds that these dates are hardly followed. In general, HODs schedule such meetings to deliberate on the affairs of the Departments whenever it is convenient to them. It is not an acceptable norm and should be discouraged, and such erring HODs should be sanctioned appropriately by the Chief Executive who appointed them. One of the key responsibilities of HODs is to continually evaluate the instructional, research, and administrative processes of the Department. Many HODs are guilty of not fulfilling these responsibilities, and when staff complain about this laxity, instead of apologising and making amends, what one will find is a 'wait for your turn' response, which does not make sense.

The HOD should ensure that lecturers teach continuously the courses assigned to them, administer from time to time continuous assessment (CA) tests within the semester to account for 30%, while examination should account for 70%. A HOD in exercise of his responsibility should be courageous to query any staff (Lecturer) who habitually rushes to teach the students only when the examination time table is released, and fails to administer at least one CA test for the teaching team of 4 lecturers to have at least 4 CA scores from where average score upon 30% can be computed. Any team of lecturers in a course that uses a single CA score from a single test should be queried by the HOD. A single test does not make up CA in the teaching team. The other Lecturers should be required to draw up a time-table to administer their tests within four days, and the four test scores used for CA in the course. This will be the fair thing to do for the students, so that University policy on CA is not compromised. In many Universities in Nigeria, one hardly finds HODs evaluating the research and administrative processes of the Department. What obtains is assigning

students to lecturers to supervise their projects, dissertations, or theses.

Yes, the HODs represent the Departments at the Faculty Board meetings only when they are present at such meetings. However, they usually fail to nominate representatives when absent, except when they are required to make presentations to the Board.

## **2.5 Exercise of Responsibilities by the Provost, College of Health Sciences, Deans of Faculties and Dean, School of Graduate Studies**

### **The Provost:**

The College of Health Sciences is headed by the Provost, who also serves as the Chairman of the College Board. Consistency in the running of the College's affairs over the years, in line with policy guidelines, has been noted. However, in the admission of new students from the University Tertiary Matriculation Examination (UTME), the provost should insist and ensure that the Department of Nursing Sciences recommends their candidates for admission, as it is done by other Departments in the University of Port Harcourt. It does not make sense for only nursing students to be admitted into the Department from any other Office when there are qualified academics in the Department of Nursing Sciences.

### **Deans of Faculties:**

The Deans head the faculties and Chair Faculty Board meetings. Many Deans carry out appointments at the faculty level, religiously based on merit and equity. They ensure that staff who are qualified for promotion are recommended for the same. The Dean, in ensuring effective processes for faculty selection, appointment, evaluation, and development, should strive to avoid bias and ensure fairness to faculty members.

As the Chief Academic Officer of the Faculty, the Dean should provide academic leadership and function without discrimination. The Dean should emphasize the academic development and progress of all departments in the faculty, not just that of a particular Department, thus carrying each staff member and Department along.

At the Faculty level, it is the responsibility of the Dean to ensure the equitable allocation of available Office spaces to staff, enabling them to settle in and work effectively. A Dean who condones a haphazard Office space allocation is incapable of managing the faculty in that regard. A regulation should be put in place that makes it mandatory for a retiree or exiting staff member to submit their Office keys to the Dean, rather than to any staff member they desire. The Dean should keep a roster for space allocation based on seniority. Even among Professors, there is seniority which should be followed. It does not make sense and is not justifiable to allocate available Office space to a Professor of one year standing and keep a Professor of two year standing waiting. The Dean should strive to eliminate discriminatory tendencies in Faculty resource allocation.

**Dean of the School of Graduate Studies (SGS):**

The Dean SGS is usually a Professor appointed by the Vice Chancellor, and serves as the Chairman of the Board of the School of Graduate Studies. The Dean oversees the day-to-day administration of the SGS. Given the enormity of tasks before the Dean of Graduate School as in the University of Port Harcourt for instance, and the need to generate funds for the University to meet set targets, the Dean is advised to come up with a strategy to strike a balance between the generation of funds and its utilisation to solve instructional problems.

It is sad to note what External Examiners in Nigerian Universities go through in getting their honoraria paid after the examination of candidates. In every University running graduate programmes, the students pay defence fees as appropriate. The Dean should ensure that the defence fees paid are not fixed into a bank account for months to yield interest, as is currently practised in many Universities before being utilised for their intended purpose. To ensure that the delay in paying the External Examiners, in particular, does not portray the university in a bad light, the Vice Chancellor is advised to intervene by stopping the examination from being conducted when the School of Graduate Studies is not ready to pay the Examiners immediately upon completion of the examinations. It is important for the university's image.

In exercising his responsibilities, the Dean, School of Graduate Studies, should ensure that the approved percentage of the bench fees paid by the students, which is due to the Department, is released to the latter and promptly too, so that laboratory consumables can be procured for use by the students doing their laboratory or bench work.

### **3.0 Recommendations**

Vice Chancellor Sir, Principal Officers of the University, distinguished Ladies and Gentlemen, as I draw close to this lecture, I wish to recommend as follows:

1. It is crucial that in appointing University staff to important positions, we uphold the principle of equal opportunity. Discrimination based on sex, ethnicity, religion, race, or friendship should have no place in our institution. This ensures that every member of our community feels included and valued. No staff member of the university should be assigned more than two important positions of responsibilities at the same time, when there are many others without such appointments.

As many staff as possible should be carried along in University appointments.

2. To ensure transparency in making appointments, Departmental/Faculty Handbooks containing names and status of teaching and non-teaching staff in order of seniority should be kept strategically in the Offices of University Administrators. This transparency reassures our community and instills confidence in the integrity of our appointment process. In the exercise of his responsibilities, the Chief Executive should be courageous enough to remove from Office University staff he/she appointed to positions of responsibility who fail in their duties. Such action is far from being labelled or tagged wickedness.
3. Tenured appointments should be made as laid down by regulation, based on merit, not on any other factors. Adhering to these regulations ensures a fair and just process, fostering a sense of security and trust among our community.
4. In the making of University Professors, it is recommended that the Chairman of the Central Appointments and Promotions Committee should insist that Academic Staff who are not Professors do not participate at any point in the process as laid down by regulation. After listening to this lecture, Acting Heads of Departments (Readers/Senior Lecturers) should desist from participating in the process of assessing the candidates for promotion to the rank of Professor. It is not acceptable to find an Acting HOD arrogating powers to himself/herself by assigning the papers of a Candidate to another Professor, whom he/she chooses to assess for promotion to Professor, thereby compromising the process.

5. It is recommended that papers of Candidates for external assessment should be sent to experts in the field, as nominated by the Department who know about them better (dead or alive) than using names of experts found in the internet. It is unacceptable to send a candidate's papers for assessment to experts in the field who have passed.
6. Failed cases should be communicated to the candidates, stating the reasons, and if aggrieved, the candidate should be encouraged to seek redress by utilising the option of petition.
7. As a deterrent, any candidate found to have made unholy contacts with his/her external assessor(s) with a view to obtaining undeserved assistance, thereby compromising the process should have his/her promotion extended by two years. In the event of retiring within the next 2 years, the candidate should be considered for a maximum of a Readership position. There should be sanity in the process.
8. As stated in Section 2.5, it is recommended that the Department of Nursing Sciences should be vested with the responsibility of admitting new students from the University Tertiary Matriculation Examination (UTME), as other departments in the university do it is unacceptable and does not make sense for Nursing students to be admitted to the Department from any other Office when there are qualified Academics in the Nursing Department.
9. It is recommended that postgraduate candidates be examined within 6 weeks after payment of graduate defence fees. The External Examiners who have taken the time to read the works and paid transport to travel to the University to conduct the examinations, write/sign/submit the reports can be paid immediately.

There should be no delay in the payment of Internal/External Examiners after the examination of the candidates.

### **3.1 Conclusion**

Vice Chancellor Sir, distinguished ladies and gentlemen, as I conclude this valedictory lecture, permit me to state that planning, organising, staffing, motivating and evaluating have been noted as functions of University Administrators for Quality Assurance.

In this lecture, two types of any government in power staff have been distinguished, namely desirable (DAGIPS) and Undesirable (UAGIPS). Retired Professor Onyewuchi Akaranta of the Department of Pure and Industrial Chemistry, Uniport, has been identified in this lecture as an example of DAGIPS. The UAGIPS with their negative characteristics have also been identified and should not be encouraged by University Administrators while exercising their responsibilities.

Productivity will be enhanced in a University environment where equal opportunities are given to staff in terms of appointments to positions of responsibilities. University Administrators, in exercising their responsibilities, are advised to be mindful of those praise singers who say good things about them but behind the scene, they refer to them as Lucifer with an unforgiving spirit – what a contradiction!

Vice Chancellor Sir, whichever position one finds himself or herself in University administration, let his/her character be that of service, humility and friendliness, and not pride, favouritism, and arrogance, for whatever goes up will one day surely come down.

My contributions in Teaching, research and community service; Having taught in Primary and Secondary Schools and in Universities (mainly Uniport) for 48 years (1977-2025) and with 135 research articles already published in peer-reviewed local and international scientific Journals, and with 19 Ph.D graduates, among others, successfully mentored and supervised by me, 8 of who are today Professors, one may be adjudged to have replicated oneself academically, and stand out to be discharged and acquitted.

So, at the University of Port Harcourt, I came, I saw, and I did my best. I thank you for listening.

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## CITATION ON



**PROFESSOR EUGENE NWAOGWUGWU ONYEIKE**  
**B.Sc (UPH), PGDE (UNN), M.Sc, PhD (UPH), FNSBMB**

Professor Eugene Nwaogwugwu Onyeike was born on December 10, 1955, at Kauranamoda in Zamfara State, North West Nigeria, to the family of the Late Ezinna Paul Nwaogwugwu Onyeike and the Late Ezinne Sussana Onuawuchi Onyeike (nee Abosi), both of Mbaukwu Ihitte, Ezinihitte Mbaise, Imo State. He started his primary education at Local Authority School, Oparachi Mbaukwu Ihitte in Infant 1 (1959), Infant 2 (1960), Standards 1-3 (1961-1963), and did his FSLC Examination (which he did not complete that day

due to ill-health at Central School Ihitte) in 1965. Professor Onyeike did not attend school between 1966 and 1970 due to the Nigerian/Biafran Civil War. In 1971, he retook the FSLC examination at Presbyterian Primary School, Ndiufu Achara Ikwo, Ababaliki, and passed at the Credit level. His Secondary education took place between 1972 and 1976 at Ezzikwo High School, Onueke Ezza, Abakaliki, where he obtained a WASC in Division 2. The WASC results in the school that year were poor (No distinction, Division 1 = 1 candidate, Division 2 = 6 candidates, Division 3 = 9 candidates and Statement of Result SR = 65 candidates) to the extent that the five candidates the school expected in Division 1 with Distinction ended up in Divisions 1 and 2. The consolation was that Professor Onyeike's WASC result enabled him to secure a university admission. Professor Onyeike entered the University of Port Harcourt in 1978 and obtained a B.Sc. in Biochemistry in 1982 with Second Class Honours Lower Division.

He served in the NYSC programme at Government Secondary School, Lemu, Niger State, between 1982 and 1983. His desire for higher studies led him to obtain a PGDE (UNN) in 1986, an M.Sc. in Biochemistry from UPH (1988), and a PhD in Biochemistry with a specialisation in Nutrition and Toxicology from UPH (1994).

Prof. Onyeike's dedication to education was evident from the start of his career. He began teaching in Primary School in January 1977 as an Auxiliary Teacher Grade II in the Imo State School System. His teaching journey took him to various Secondary Schools in the States of Ebonyi, Imo, Niger, and Anambra. He served as Acting Vice Principal (Ahiazu Secondary School), Head of Science Department in those Secondary Schools and was a WAEC Examiner in Chemistry 2

for 22 years, demonstrating his unwavering commitment to the field.

Professor Onyeike's leadership roles in the academic community have been significant. He joined the University of Port Harcourt's services on November 15, 1991, as an Assistant Lecturer at Uniport. Prof. E.N. Onyeike rose through the ranks to become a Professor of Biochemistry with specialisations in Nutritional Biochemistry and Toxicology, effective from March 19, 2007. His influence extended to various positions in Uniport and elsewhere, including his role as the Acting Head of the Department of Biochemistry, Uniport (2006-2008).

- (i) Co-ordinator, Students Industrial Work Experience Scheme in Biochemistry (1992-1999)
- (ii) Assistant Examination Officer, Faculty of Science (1996-1998)
- (iii) Welfare Officer and Chairman, Welfare Committee, ASUU Uniport Branch (2002-2004)
- (iv) Member of Senate Uniport (2006 until today)
- (v) National Treasurer and Member, National Executive Council, Nigerian Society of Biochemistry and Molecular Biology (2003-2007).
- (vi) Zonal Co-ordinator (South East), Nigerian Society of Biochemistry and Molecular Biology (2007-2011).
- (vii) Acting Head, Department of Biochemistry, Uniport (2006-2008).
- (viii) Member, Board of Basic Studies Unit, Uniport (2006-2008).
- (ix) Member, Senate Representative on the Board of Uniport Demonstration Primary School (2006-2008).
- (x) Member, Senate Appeals Committee on Certificate Verification (ACCV) 2006-2010.

- (xi) Chairman, Senate Appeals Committee on Certificate Verification, ACCV (2010 to 2025)
- (xii) Chairman, ASUU Uniport Disciplinary Committee (2013-2014).
- (xiii) Chairman, Department of Biochemistry Graduate Studies Committee (2011-2023).
- (xiv) Editor, *Scientia Africana – An International Journal of Pure and Applied Sciences* (2011-2019).
- (xv) Member, Research Ethics Committee, University of Port Harcourt (2012-2016).
- (xvi) Dean, Faculty of Chemical Sciences, College of Natural and Applied Sciences, University of Port Harcourt (2015-2017).
- (xvii) Member, Academic Board, Africa Centre of Excellence, Centre for Oil Field Chemicals Research ACE-CEFOR, Uniport (2019-2021).
- (xviii) Member, Academic Board, Africa Centre of Excellence in Public Health and Toxicological Research ACE-PUTOR Uniport (2019-2021).
- (xix) Member, Academic Board Centre for Marine Pollution Monitoring and Seafood Safety Uniport (2021-2023).  
Prof. Onyeike's membership of learned Societies includes
  - (i) Member, Nigerian Society of Biochemistry and Molecular Biology (1991 to 2025)
  - (ii) Member, Nigerian Society for Experimental Biology (2003 to 2025)
  - (iii) Member, Federation of African Societies of Biochemistry and Molecular Biology (2006 to 2025).

Professor Onyeike's academic achievements are a testament to his scholarly contributions. He has served as an External Examiner for the B.Sc., M.Sc., M.Phil., and PhD programs in Biochemistry and Environmental Management at 10 Universities. His expertise was also sought as an external

assessor for the promotions and appointments of eight candidates for Professorial positions in six universities. Prof. Onyeike has to his credit 135 articles already published in peer-reviewed local and international scientific journals, two books, twelve chapters in refereed books, and has presented 30 papers at conferences.

On December 13, 2012, Prof. Onyeike delivered the 99th Inaugural Lecture of the University titled “Food, Nutrition and Toxicology: Is Your Life in Your Hands.” On May 4, 2015, Professor E.N. Onyeike was inducted as a Fellow of the Nigerian Society of Biochemistry and Molecular Biology (FNSBMB). A Christian Father of the Roman Catholic Faith, Prof. Eugene Nwaogwugwu Onyeike holds the title of Ezinna Nwereugwu.

Prof. Eugene N. Onyeike is happily married to Professor Mrs Victoria Chinasa Onyeike, a Professor of Educational Management with specialization in Educational Administration and the immediate past Head of the Department of Educational Management and Planning, University of Port Harcourt. Their marriage is blessed with three loving children – Dr Vania Chidinma (a Medical Doctor), Emmanuel Nzubechukwu (a 200 level Computer Science Undergraduate) and Amaris Nneoma (an SS2 student).

Prof. Onyeike’s hobbies include reading, research, listening to good music, and watching football games.

Distinguished Professors, respected ladies and gentlemen, please permit me to present to you an academic par excellence, a well groomed and meticulous researcher, the first Professor from his Oparachi Community, Mbaukwu Ihittle Ezinihitte Mbaise, Imo State, the second pioneer Dean, Faculty of

Chemical Sciences, University of Port Harcourt, the Professor who served as Chairman of a Uniport Senate Committee (Appeals Committee on Certificate Verification, ACCV) for 15 years, after serving in the same Committee a Teacher, a Tutor a Lecturer, Onye Nkuzi Gburugburu after serving in the same ACCV for 5 years as member, and also served for 12 years (2011 – 2023) as Chairman, Department of Biochemistry Graduate Studies Committee, the Ezinna Nwereugwu title holder of the Divine Mercy Catholic Church Oparachi Mbaukwu Ihitte.

Vice Chancellor Sir, I present to you an accomplished scholar and mentor to many burden scientists Professor Eugene Nwaogwugu Onyeike FNSBMB as the 42<sup>nd</sup> Valedictory Lecturer of our University.

**Professor Owunari Abraham Georgewill**  
**Vice-Chancellor**

**APPENDIX**  
**UNIVERSITY OF PORT HARCOURT VALEDICTORY**  
**LECTURE SERIES (2006 TO 2025)**

<b>S/ N</b>	<b>Name of Lecturer</b>	<b>Faculty/ College</b>	<b>Department</b>	<b>Title</b>	<b>Date</b>
1.	Professor Emmanuel Okogbuo ANOSIKE	Science	Biochemistry	“Desecration of the Ivory Tower” 49pp	4 <sup>th</sup> Nov., 2006
2.	Professor Nimi Dimkpa BRIGGS	College of Health Science	Obstetrics and Gynaecology	“Women’s Health: A Nation’s Wealth”	23 <sup>rd</sup> Feb., 2009
3.	Professor Chukwunonye Moses OJINNAKA	Science	Pure & Industrial Chemistry	“In Defense of Traditional/ Herbal Medicine” 35pp.	5 <sup>th</sup> May, 2011
4.	Professor Emmanuel Nwanolue EMENANJO	Humanities	Linguistics & Communication Studies	“About Language: Can Confucius Be Right?” 107pp	4 <sup>th</sup> April, 2013
5.	Professor Mark O.C. ANIKPO	Social Sciences	Sociology	“Sociology in Contemporary Nigeria: The Challenge of Relevance”	26 <sup>th</sup> May, 2015
6.	Professor Benjamin Ajuiwe EHEAZU	Education	Adult & Non-Formal Education	“Situational Challenges of Environmental Degradation in Nigeria: Adult Education as a Response” 38pp	31 <sup>st</sup> Mar., 2016
7.	Professor Anthony Eluemunor ARINZE	Science	Plant Science & Biotechnology	“Ethnicity Problem in Nigeria: Impediment to National Development” 19pp	26 <sup>th</sup> April, 2016
8.	Professor Michael Ndubuisi OTI	Science	Geology	“Extractive Industry and Nigeria’s Development: Where Did We Go Wrong?” 50pp	23 <sup>rd</sup> Aug., 2016

9.	Professor Francis Nnaemeka UKAIGWE	Science	Geology	“The Other Five Percent: An Exercise in the Gorilla Psychology” 88pp	1 <sup>st</sup> Feb., 2017
10.	Professor A. Chidi IBE	Science	Geology	“Agricultural Practice in a Changing Climate: Beyond Infatuation to Development” 74pp	7 <sup>th</sup> Feb., 2017
11.	Professor Bene Willie ABBEY	Science	Biochemistry	“Research and Development: Key to Sustainable Development” 72pp	16 <sup>th</sup> Jan., 2018
12.	Professor Enoch Okechukwu NWACHUKWU	Science	Computer Science	“Information Technology: A Veritable Tool for National Development”	18 <sup>th</sup> Sept., 2018
13.	Professor Victor Chukwuma WAKWE	Basic Medical Sciences	Chemical Pathology	“The Ethics of Life: Values of Optimal Existence”	23 <sup>rd</sup> April, 2019
14.	Professor Eme Nwachukwu EKEKWE	Social Sciences	Political & Administrative Studies	“Here is What I Learned as a Teacher” 49pp	27 <sup>th</sup> Aug., 2019
15.	Professor Enuvie Godwin AKPOKODJE	Science	Geology	“A Sustainable Niger Delta: Still Possible Only If” 37pp	21 <sup>st</sup> April, 2020
16.	Professor John Okpako ENAOHWO	Education	Educational Management and Planning	“Leveraging the Clientele and Interest Groups for Optimal Effectiveness in Development Planning in Education” 48pp	26 <sup>th</sup> Aug., 2020

17.	Professor Ndubuisi EKE	College of Health Sciences	Surgery	“Quelling the Riotous Dysfunction in the Water Works: The Case of Trauma and the Prostrate Gland” 34pp.	27 <sup>th</sup> Aug., 2020
18.	Professor Bernard Johnson Okpako EFIUVWEVWER E	Science	Microbiology	“Reflections on University Culture: The Existence, Criticism and Cautiously Optimistic Sustainability” 56pp	9 <sup>th</sup> Sept., 2020
19.	Professor Osaretin James ODIA	College of Health Sciences	Internal Medicine	“When the Heart Says Good Bye” 25pp	27 <sup>th</sup> April, 2021
20.	Professor Anele Ejikeme IHEKWABA	College of Health Sciences	Medicine	“A Clinician/ Clinical Lecturer in a Non-Clinical Committee” 25pp	13 <sup>th</sup> July, 2021
21.	Professor Anthony Ogbonnaya IBE	Engineering	Electrical/ Electronic Engineering	“Mentorship: A Game Changer for the University System”	14 <sup>th</sup> Sept., 2021
22.	Professor Sylvanus Iniobong UDOIDEM	Humanities	Philosophy	“Towards a Unified Theory of a Common Humanity: The Way Forward for the University Community” 30pp	7 <sup>th</sup> Dec., 2021
23.	Professor Augustus Nwiyee GBOSI	Social Sciences	Economics	“An Economist Bows Out with the Slogan, Demand and Supply”	9 <sup>th</sup> Aug., 2022

24.	Professor Onyewuchi AKARANTA	Science	Pure and Industrial Chemistry	“Agenda 2063: Making African Universities Entrepreneurial for Sustainable Continental Development” 27pp	29 <sup>th</sup> Nov., 2022
25.	Professor Willie Jeremiah OKOWA	Social Sciences	Economics	“Theft as a National Creed: The Burdens of a “Phariseed” Society” 34pp	6 <sup>th</sup> Dec., 2022
26.	Professor Arthur Chukwubuike ONWUCHEKWA	College of Health Sciences	Medicine	“Working Towards a Healthy Brain” 29pp	14 <sup>th</sup> Feb., 2023
27.	Professor Prince Chinaeherem NWAKANMA	Management Sciences	Finance and Banking	“Crises in Nigeria’s Federal Universities: Is Cash the Culprit?” 67pp	22 <sup>nd</sup> Aug., 2023
28.	Professor Frank Agbiyoha Omoh UGIOMOH	Humanities	Fine Art and Design	“Anatomy of Aging: Temporality and Transcendence ” 48pp	29 <sup>th</sup> Jan., 2024
29.	Professor Gloria Ukalina OBUZOR	Science	Pure and Industrial Chemistry	“My Odyssey and the Colour Now is Green” 34pp	22 <sup>nd</sup> April, 2024
30.	Professor John Igemo IKIMALO	College of Health Sciences	Obstetrics and Gynaecology	“The Academic as an Entrepreneur: Sustainable Academic Career in an Unstable Economy” 38pp	16 <sup>th</sup> July, 2024
31.	Professor Osi Solo AKPOGHOMEH	Social Sciences	Geography and Environmental Management	“Goodbye Yesterday, Welcome Today... and Tomorrow” 38pp	23 <sup>rd</sup> July, 2024

32.	Professor Ifeanyichukwu (Ify) Lawrence NWAOGAZIE	Engineering	Civil Engineering	“Research and Development in an Academic Environment: The Joy and Challenges” 37pp	25 <sup>th</sup> July, 2024
33.	Professor Philomena Ekeikhomen EJELE	Humanities	Linguistics and Language Arts	“Reminiscing: A Journey Through the Labyrinths of Life in the Quest for Knowledge” 47pp	8 <sup>th</sup> January, 2025
34.	Professor Joseph Atubokiki AJIENKA	Engineering	Petroleum and Gas Engineering	“Harvest of the Christmas Tree” 79pp	9 <sup>th</sup> Jan., 2025
35.	Professor Lawrence OHALE	Social Sciences	Economics	“National Interest Exalteth a Nation” 31pp	28 <sup>th</sup> Jan., 2025
36.	Professor Nwadiuto Afonne AKANI	College of Health Sciences/ Faculty of Clinical Sciences	Paediatrics and Child Health	“Relieving the Burden of Violence – that our Children will Thrive” 27pp	15 <sup>th</sup> April, 2025
37.	Professor Chris AKANI	Faculty of Clinical Sciences, College of Health Sciences	Obstetrics and Gynaecology	“Still Births: The Perils and Societal Indifference” 41pp	5 <sup>th</sup> June, 2025
38.	Professor Omenihu Chiemela NWAORGU	Social Science	Political and Administrative Studies	Reason and the demise of Integrity in Academia and Societies: A Dance in Rags	6 <sup>th</sup> August 2025
39.	Professor Michael Okechukwu MONANU	Science	Biochemistry	“Life Without Enzymes – A Mirage?”	25 <sup>th</sup> Sept., 2025
40.	Professor Christie Nwidum MATO	Faculty of Clinical Sciences, College of Health Sciences	Anaesthesiology	“No Longer Behind The Scene. A Most Probable Journey” 40pp	10 <sup>th</sup> October, 2025

41.	Professor Joyce Oronne AKANIWOR	Science	Biochemistry	The Stomach and Neighbours have Deaf Ears to Economic and Technical Languages of Food Insecurity 59pp	20 <sup>th</sup> November 2025
42.	Professor Eugene Nwaogwugwu <i>ONYEIKE</i>	Science	Biochemistry	Exercising Responsibilities By University Administrators 50pp	9th December , 2025