

Academic Brief of Unity University

1.01 Historical Background of the Proposed University

The Proprietors of the proposed UNITY UNIVERSITY, Ede are the Hijra Foundation for Islamic Education and Hijra Educational Services Limited based in Lagos. It is a non-profit making organization, made up of retired and serving Professors, Business Executives and professionals in other walks of life. The body is involved in the educational development of the youths through the award of scholarships and donations to the less privileged, the gifted and the physically challenged to further their educational career in the higher institutions of learning.

The rationale for the establishment of the proposed University evolved from a number of observable developmental trends that not only erode the utility power of knowledge but are also inimical to the sustenance of sound moral values. Prominent among these challenges are:

- The need to establish and sustain peace within humanity and between man and the environment necessitates the establishment of more institutions that will provide opportunities for the acquisition of knowledge as a universal concept in peace and conflict resolution.
- Apparent lack of competence in the acquisition and application of science and technology, especially in the third world and least developed countries, has constrained their power to negotiate on equal footing with the developed countries.

- Prevailing absence of good governance and strong institutional support in some societies are believed to be as the results of endemic illiteracy.
- Wide disparities in the distribution of wealth within and among countries are perceived as a product of educational inequalities.
- Recent research on University admission in Nigeria indicates a cumulative reduction in the number of admitted students due to the low absorptive capacity of the existing Universities.
- Increasing poverty level as a result of failure to tailor and utilize education for gainful employment.
- Sustained gender bias and prevention of female students from benefiting maximally from education due to ignorance, and
- Paucity of erudite Muslim scholars in all disciplines who will use their knowledge to build solid and enviable associations around the world.

With a prevailing favourable policy environment for the establishment of private Universities (National Minimum Standards and Establishment of Institutions (Amendment) Act 9 of 1993), the Foundation decided to venture into the establishment of a private University.

The proposed University is conceived primarily as a degree awarding institution with special flair for Islamic tenets and moral rectitude. In consonance with this principle, the University will draw its students from Nigeria, the West African Sub-region and across the globe; pursue a unique curriculum that is relevant to the socio-economic development of Nigeria and generally geared towards self-employment. The University will provide unfettered access to proven qualified youths, especially women, to stimulate their intellectual potentials and enable them play diverse leadership roles in the society. It will also fraternize with countries that aligned with its vision in order to enhance qualitative education, promote peaceful co-existence within and among countries and contribute to global innovations in science and technology.

2.01 Name of the University

The proposed private University will be known and addressed as **UNITY UNIVERSITY**. The name, Unity University, was chosen because of its deep-rooted implications for a multi-ethnic and multi-religious society like Nigeria. The diversity that exists within the Nigerian society can be obliterated through fusion of higher order reasoning among the citizens. A Unity University is expected to play a unifying role where scholars from different socio-cultural background and religious beliefs will work in unison for the progress of the nation. Indeed, Unity University as a citadel of knowledge will offer admission to qualified students irrespective of ethnicity and religion, and sustain a curriculum that constantly addresses the challenges that bind the nation together.

In addition, Unity University by implication will demonstrate the oneness of the human race across geographical boundaries through its search for and dissemination of knowledge. Above all, Unity University will project the oneness of the Creator as the leading light in all human endeavours.

Unity University hopes to introduce into the Nigerian University education system, an era of curriculum innovation, absence of cultism and continuous semester periods devoid of industrial strikes. Unity University by its existence will also lend a private partnership and accelerated support to the Government in the management of University education.

2.02 Location of the University

In 2001, the Proprietors of the proposed Unity University acquired a total of 3,000 hectares of land made up of 2,500 hectares of land at Ede, in Osun State and another 500 hectares of land at Igbemo-Ekiti, in Ekiti State, both in the South-Western parts of Nigeria. It is proposed that the University will run two campuses.

While the main campus will be located at Ede, Osun State, the site at Igbemo-Ekiti, Ekiti State, will serve as a campus of the institution. The two different locations are within a distance that makes for easy coordination.

2.03 Logo

The logo of the proposed Unity University is as shown below. It consists of an oval-shaped object enclosing a magnificent slate which harbours a golden pen that radiates light all round it. The features of the logo are:

- The Oval-shaped object representing the sojourn of mankind, the universe.
- The magnificent slate representing the book of knowledge.
- The golden pen representing the instrument used to transmit knowledge, which is the light that radiates and brings people out of darkness.

ACADEMIC PATTERN

The proposed Unity University will develop qualitative academic pattern that will satisfy the needs of Nigerian and foreign students in the areas of personality development, vocational training, skills acquisition, science and technological innovations. It will also provide a conducive environment for innovative teaching, learners-centered learning, and productive research.

To achieve these targets, the University will pull related courses/disciplines together under a two-tier system of faculties and departments. Also, in order to reduce financial cost and allow the University to evolve its own best practices, academic programmes will be developed in three phases,

during which specific number of faculties and departments will evolve. Below are the phases of development:

- First Phase (Years 1-3) = Faculties of Basic Sciences, and Management and Social Sciences ;
- Second Phase (Years 4-6) = Faculties of Humanities and Islamic Studies; Engineering and Technology; and Postgraduate School
- Third Phase (Years 7-10) = Faculty of Health Sciences.

Further details are shown in table 2.0 below:

Table 2.0: Phases of Development

Phases	Period (years)	Faculties	Departments
First	1-3	a) Basic Sciences b) Management and Social	i) Physics Sciences ii) Chemistry ii) Biological Sciences; vi) Mathematical Sciences with options in: Computer Science, Statistics; and Pure and Applied mathematics v) Computer Science i) General Business

		Sciences	<p>Management</p> <ul style="list-style-type: none"> ii) Economics, iii) Banking & Finance, iv) Actuarial Sc. & Insurance, v) Political Science, vi) Public Admin., vii) Accounting, viii) Sociology; ix) Mass Communication
Second	4-6	<ul style="list-style-type: none"> a) Humanities & Islamic Studies b) Engineering and Technology; c) Environmental Sciences d) Postgraduate School 	<ul style="list-style-type: none"> i) Foreign Languages; ii) Religious Studies; iii) Civil Engineering, Mechanical, iv) Chemical Engineering, v) Electrical Engineering; vi) Physics and Electronics i) Architecture ii) Estate Management iii) Survey and Geoinformatics iv) Physical Planning and Habitat Development v) Environmental Protection and Management
Third	7-10	Health Sciences	<ul style="list-style-type: none"> i) Human Anatomy; ii) Physiology; iii) Anesthesia;

			iv) Preventive Medicine; v) Chemical Pathology; vi) Pharmacy; vii) Physiotherapy; viii) Virology; ix) Surgery; x) Community Medicine; xi) Dental Surgery. xii) Pediatrics; xiii) Obstetrics & Gynecology.
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4.01 Phases of Development:

4.01.1 Phase I (First Three Years of Existence, 2008-2011)

The proposed Unity University will commence academic programmes in two faculties: the Faculty of Basic Sciences and the Faculty of Management and Social Sciences with a total of seven departments. There will also be a General Studies Unit. These two faculties are required in tandem with the mission of the University, in order to train and produce Nigerian graduates with relevant scientific knowledge and skills who will handle the dream project, the Nigerian Communication Satellite 1 (NIGCOM SAT 1) recently launched into orbit and also venture into more areas of space science and technology. It is also in the realization of Nigeria’s vision to be among the 20 global economic powers by 2020 that the University intends to train and produce more economic gurus that will drive the nation’s economic wheel and create more employment opportunities. Below are the details of the programmes in the first phase:

4.01.1.1 Faculty of Basic Sciences

The faculty of Basic Sciences will be established at the undergraduate level with the following programmes (courses):

- i. **Department of Physical Sciences:**

- Applied Physics
- Chemical Physics
- Physics with options in:
 - Computing
 - Mathematics
- Department of Geophysics.
 - Bsc. Geophysics

ii. Department of Chemistry:

- Chemistry with options in:
 - Mathematics
 - Statistics
 - Management

iii. Department of Biological Sciences:

- Biotechnology
- Botany
- Zoology
- Microbiology

iv. Department of Mathematical Sciences:

- Computer Science
- Pure and Applied Mathematics
- Statistics

4.01.1.2 Faculty of Management and Social Sciences:

Faculty of Management and Social Sciences will run all its undergraduate programmes in the following courses:

i. Department of Business Management:

- v. Business Management

vi. Department of Banking and Finance:

Accounting with options in:

- Accounting and Computer Sciences

- Accounting and Mathematics
- ii. **Department of Economics:**
 - Economics
 - Supply Chain & Logistics
- iii. **Department of Actuarial Science & Insurance:**
 - Actuarial Science
 - Insurance

Department of Political Science:

- Political Science
- Public Administration,

4.01.1.3 General Studies and Entrepreneurial Skills Unit:

The General Studies Unit will serve as a service unit and will offer the following courses:

- i. Communication in English I and II
- ii. Philosophy, Logic and Human Existence
- iii. Nigerian Peoples and Culture
- iv. Introduction to Computer
- v. History and Philosophy of Science
- vi. Political History and Governance in Nigeria
- vii. Communication in Arabic
- viii. Peace Studies and Conflict Resolution
- ix. Entrepreneurial Skills II and III

4.01.2 Phase II (Fourth-Sixth Years of Existence, 2011-2014)

At the second phase of the University's existence, two faculties consisting of thirteen departments and the Postgraduate programmes will be introduced. These are: The Faculties of Humanities and Islamic Studies; and Engineering and Technology. The establishment of these faculties, which is in line with the mission and objectives of the University, is to further produce the required manpower for national development. Attention will be

focused on the production of graduates proficient in oral and written communications and applied technological skills. Some of the courses include the followings:

- i. Foreign Languages:
 - English and French
 - English and Arabic
- ii. Qur'an and Hadith Science:
- iii. Fiqh and Jurisprudence
- iv. Sociology:
 - Sociology
- v. Psychology
- vi. Political Science
- vii. Mass Communication

At this stage also, the School of Postgraduate Studies will be established to co-ordinate the postgraduate programmes of the earlier commenced courses, which would have matured and earned full accreditation by the NUC.

4.01.3 Phase III (Seventh -Tenth Years of Existence, 2014-2018)

The third phase of the University's academic development will mark the establishment of the Faculty of Health Sciences. This faculty will operate with fourteen departments. In consonance with the University mission and objectives, this faculty will train and produce the highly skilled labour force that will operate in the reformed health sector of the country and address the physiological and psycho-social problems of the citizenry.

4.02 Types and Classification of Degrees to be Awarded

Each of the Faculties listed above will offer undergraduate and postgraduate programmes. Courses leading to the award of postgraduate degrees will not be introduced until the sixth year of the University's existence when its first set of undergraduate students would have completed their studies and

participated in the one year mandatory National Youth Service Corps (NYSC) programmes. Details of the type of programmes envisaged and the classification of degrees to be awarded are tabulated below:

4.02.1 Types of Degree Programmes:

4.02.1.1 Faculty of Basic Sciences

Table 3.0: Types of Degree Programmes in the Faculty of Basic Sciences

S/No	Department	Programme	Degree	Year of Commencement
1	Physics	a) Physics, b) Applied Physics & Electronics, c) Chemical Physics, d) Physics with options in: <ul style="list-style-type: none"> • Computing, • Mathematics, f) Geophysics.	B.Sc.; M.Sc.; Ph.D	2008
2	Chemistry	a) Biochemistry; b) Chemical Biology; c) Industrial Chemistry; d) Chemistry;	B.Sc.; M.Sc.; Ph.D	2008
3	Biological Sciences	a) Biotechnology, b) Microbiology c) Botany, d) Zoology	B.Sc.; M.Sc, Ph.D.	2008

4	Mathematical Sciences	i)Pure and Applied Mathematics, ii)Statistics iii)Computer Science	B.Sc.; M.Sc.; Ph.D.	2008
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4.02.1.2 Faculty of Management & Social Sciences

Table 4.0: Types of Degree Programmes in the Faculty of Management & Social Sciences

S/No	Department	Programme	Degree	Year of Commencement
1	Business Management	a) Business Management	B.Sc.; M.Sc.; Ph.D.	2008
2	Accounting	a) Accounting and Computer Science, b) Accounting and Mathematics.	B.Sc.; M.Sc.; Ph.D.	2008

3	Economics & Population Studies	a) Economics b) Supply Chain & Logistics c) Demographic & Population Studies	B.Sc.; M.Sc.; Ph.D.	2008
4	Actuarial Science and Insurance	a) Actuarial Science b) Insurance	B.Sc.; M.Sc.; Ph.D.	2008
5	Political Science	a) Political Science b) Public Administration	B.Sc.; M.Sc.; Ph.D.	2008

4.02.2 Faculty of Humanities & Islamic Studies.

Table 5.0: Types of Degree Programmes in the Faculty of Humanities and Islamic Studies

S/No	Department	Programme	Degree	Year of Commencement
1	Foreign Languages	a) English and French b) French and Arabic	B.A; M.Sc; Ph.D.	2011
2	Arabic and Islamic Studies	a) Islamic Studies	B.A; M.A; Ph.D	2011
3	Fiqh and Usul Fiqh	a) Fiqh and Usul Fiqh	B.Sc; M.Sc; Ph.D.	2011

4	Sociology	a) Sociology	B.Sc; M.Sc; Ph.D.	2011
5	Psychology	a) Psychology	B.Sc; M.Sc; PhD	2011
6	Political Science	a) Political Science b) Public Admin.	B.Sc; M.Sc; PhD	2011
7	Mass Communication	Mass Communication	B.Sc; M.Sc; PhD	2011

4.02.4 Faculty of Engineering & Engineering Technology

Table 6.0: Types of Degree Programmes in the Faculty of Engineering & Engineering Technology

S/No	Department	Programme	Degree	Year of Commencement
1	Civil Engineering	a) Civil Engineering	B.Eng; M.Eng; Ph.D.	2011
2	Electrical & Electronics Engineering	a) Electrical Engineering b) Electronics Engineering	B.Eng; M.Eng; Ph.D.	2011
3	Mechanical Engineering	a) Mechanical Engineering	B.Eng; M.Eng;	2011

			Ph.D.	
4	Chemical Engineering	a)Chemical Engineering	B.Eng; M.Eng; Ph.D.	2011

4.02.5 Faculty of Health Sciences:

4.02.5.1 Department of Medical Sciences

Table 7.0: Types of Degree Programmes in the Faculty of Health Sciences

S/No	Department	Programme	Degree	Year of Commencement
1	Anatomy and Embryology	a)Human Anatomy	B.Sc. M.Sc; Ph.D	2014
2	Biochemistry	a)Biochemistry	B.Sc. M.Sc; Ph.D	2014
3	Physiology	a)Physiology	B.Sc. M.Sc;	2014

			Ph.D	
4	Microbiology	a)Microbiology	B.Sc. M.Sc; Ph.D	2014
5	Hematology and Blood Transfusion			
6	Immunology			
7	Pharmacology			
8	Barotory Medicine			
9	Medicine	a) Medicine	M.B. B.S. MD, PhD	2014
10	Surgery	a) Surgery	M.Sc; Ph.D	2014
11	Anesthesiology	a)Anesthesiology	PGD.	2018
12	Pediatrics	a) Pediatrics	PGD.	2018
	Obstetrics & Gynecology	a)Obstetrics & Gynecology	PGD.	2018
13	Dental Surgery	a)Dental Surgery	B.D.S; M.Sc; Ph.D	2014

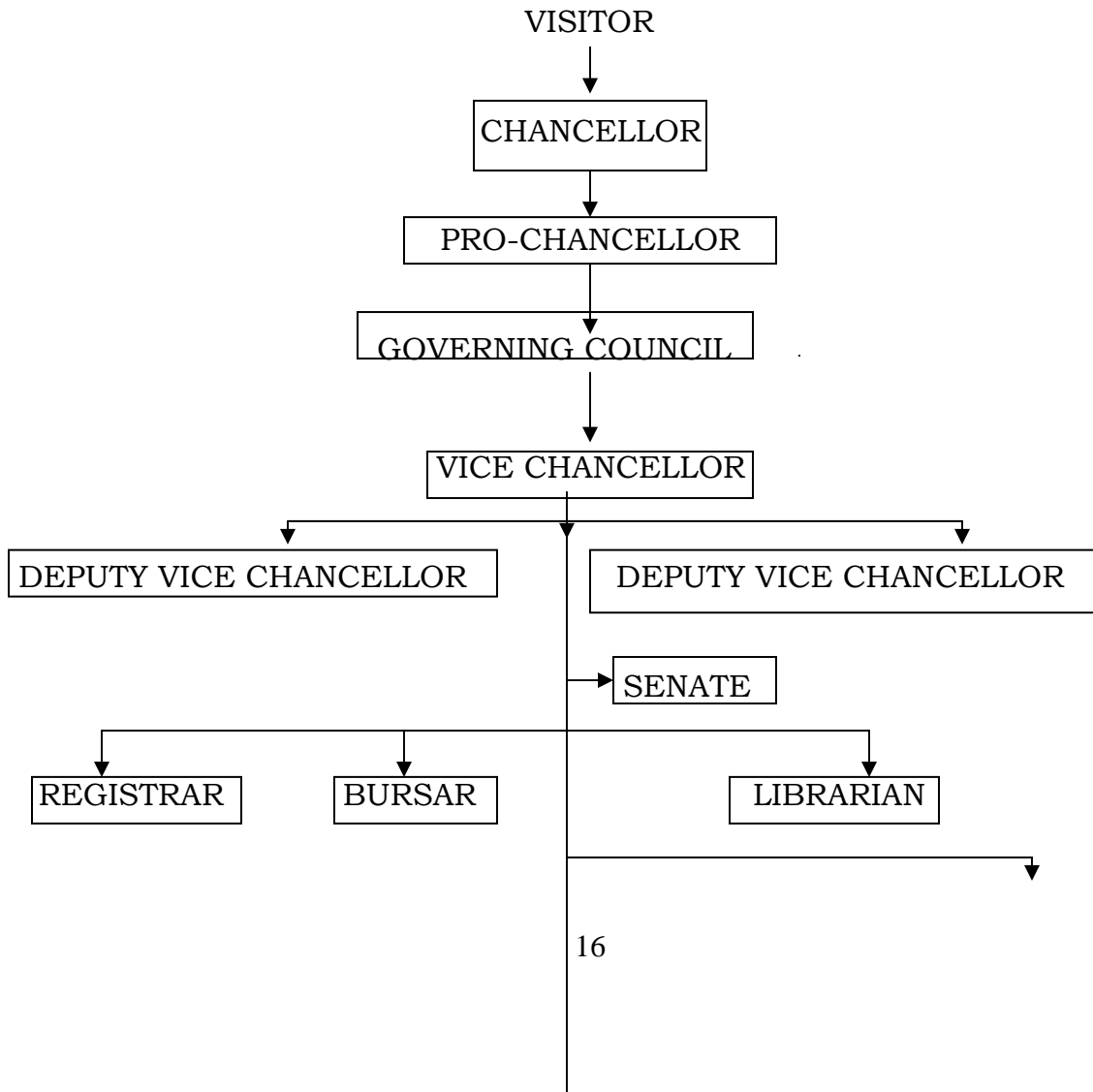
4.02.5.2 Department of Pharmaceutical Sciences:

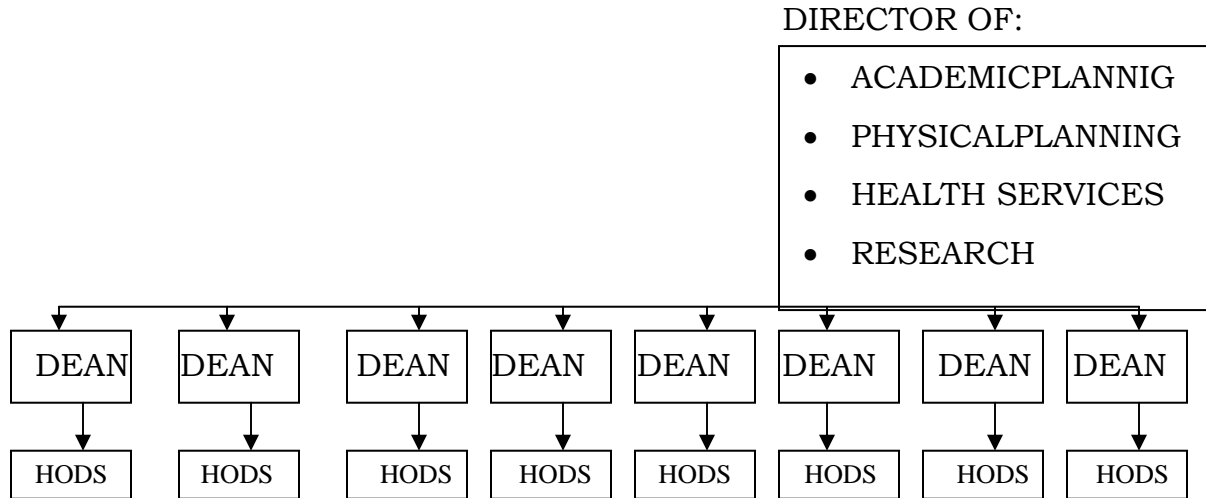
Table 8.0: Types of Degree Programmes in the Faculty of Pharmaceutical Sciences

S/No	Department	Programme	Degree	Year of Commencement
1	Pharmacy	Bachelor of Pharmacy	B.Pharm; M.Sc.;	2014

			Ph.D.	
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3.05.11 Organogram of the General Administrative Structure of the Proposed Unity University.





15.02.1 Research Linkages

Efforts will be made to encourage the initiation and promotion of research linkages with Government Research Institutes, higher institutions of learning, development agencies, industrial establishments, community associations, the public service and professional organisations within and outside Nigeria.

5.02.2 Staff Research

All the academic staff of the proposed Unity University will be encouraged to engage in result-oriented research activities relevant to national needs in

their areas of specialization. The aim is to establish a vibrant research culture that will exert a positive impact on the quality of teaching and learning in the University. Research proposals submitted by staff will be subjected to rigorous assessment and staff whose research topics are approved by the Senate Research Committee will be given requisite research grants or allowances. Such staff shall be required to make available their completed research findings for publication. In order to promote creativity in research, the promotion of academic staff will be tied to the number and quality of research projects and publications in local and international journals standing to their credit.

5.02.3 Student Research

The University will ensure that in training the students, proper orientation in research and research methodology will be emphasized to equip them with tools for defining and solving problems. In effect, students will be required to conduct research projects in the course of their studies at the proposed University. Such projects will be subject to approval by the Heads of Departments or Course Coordinators whose duty is to assign project supervisors to the students. Each student research project will be so designed as to facilitate independent inquiry into a problem with a view to finding solution. Research activities by students will be rated highly at the postgraduate level such that defence before internal and external examiners shall be mandatory.

5.02.4 Institutional Research

Notwithstanding that departments will be the main focus of research activities, the proposed Unity University will embark on problem-oriented approach to research through collaborative and interdisciplinary linkages. This is to facilitate provision of easy and affordable solutions to community

and national problems thereby promoting the glory of the institution. The University will also undertake research in topical issues in the society in collaboration with relevant national and international organisations in order to enhance its professional prestige and that of its products. In essence, the University is determined to benefit from the higher income, enhanced professional prestige inherent in being renowned in research and better student patronage, particularly at the graduate level.

5.03 Organised Research Units

To further the cause of research, the proposed Unity University will establish a “Centre for Development Studies” with a mandate to research into the problems associated with poor industrialization and underdevelopment in Nigeria. Through this unit, the University hopes to secure national and international grants to support industrial and development research.

5.04 Research Funding

The proposed Unity University views the rather low tempo of research activities in the country and the non-publication of research results for public consumption as a byproduct of inadequate funding. In order to ensure meaningful, effective research and timely publication of research findings, the proposed University will commit 10% of its annual recurrent expenditure to research. Nevertheless, funds for research activities will also be sourced from the public and private organizations, industries, philanthropists, international agencies, university properties, projects and consultancy services.

In order to blaze the trail in excellent academic performance, prudence, transparency and accountability, the proposed University will publish yearly the nature and extent of research projects being executed in order to justify the grants received and attract fresh grants.

6.03.1 The University ICT Vision

“To harness the potentials of ICT as a catalyst for effective teaching, research, engagements, and replenishment aimed at the promotion of innovation and creativity in all branches of learning”.

6.03.4.1 Telecommunication

Telecommunication access shall be provided at take- off and at permanent sites of the proposed Unity University. This will be done through the installation of internal digital PABX which shall be linked through NITEL to facilitate the intra-and inter-communication in all offices of the University. This is to ensure that direct external telephone lines are provided for all principal officers, Directors and Head of Security Service Unit. In addition, the services of GSM providers in the available vicinity shall be explored to ensure smooth flow of information.

6.03.4.3 The University Website

The University has commenced the designing and creating of its website; the website will be interactive and contains the following information:

6.03.4.6 Library Computing

Library systems shall be established through provision of advanced library computing systems to provide easy access to library catalogues, databases and other library information available locally, nationally, and internationally. Information held on CD-ROM and other electronics media for users to access will be encouraged. In addition, Digital Library infrastructure (virtual Library) needed to support research, teaching, and learning, shall be developed and made available in all media and formats.

6.03.4.7 Finance

Since the success of an ICT programme depends largely on availability of funds for the management and planning policy of ICT delivery systems, the University shall mobilize enough funds with the support of all stakeholders, especially within the private sector and the international development partners. In addition, the University shall build life-cycle replacement funding in its planning at every level of investment in ICT.

6.05 Students Industrial Work Experience Scheme (SIWES) Unit

The Students Industrial Work Experience Scheme (SIWES) Unit will oversee the placement and supervision of students on industrial attachment. The scheme provides students the opportunity to apply theoretical principles to real life situation. It also prepares them for the world of work. The unit will also liaise with the National Universities Commission (NUC) and the Industrial Training Fund (ITF) Headquarters in all matters relating to SIWES, which includes Placement of students in industries and other establishments; supervision of students on attachment; and the coordination of all other industrial training activities.

7.02.1 The University Staff School

The Proposed Unity University will, as a matter of priority, establish and run a well equipped staff school consisting of nursery section, a primary and junior secondary section (basic 1-9) and a senior secondary section. The primary objective will be to provide education of the highest moral, spiritual and academic standards to the children of the University staff and those of the immediate community. However, the staff school will be financially self-sustaining.

7.02.5 University Press

The proposed Unity University will establish a modern printing press that will be engaged in publishing quality academic works of the highest international standards. The University will encourage the academic staff to publish their academic works, books and other materials of social engagements. In the same vein the Press will be involved in sourcing and securing printing jobs from diverse clients including the University community and its immediate environment on a commercial basis to yield revenue for the University.

7.03 Community Service Units:

The Community service units that will be established by the proposed University include the following:

7.03.1 Health Services Unit

This will be a very important and essential unit in the University. Granted that the nearest Teaching hospital is far away from Ede town, the University has taken it as a matter of deliberate policy to equip the University Health Centre with primary and secondary health facilities, equipment and an

ambulance. The policy will also entail the appointment of qualified resident medical doctors, nurses and a visiting consultant to provide prompt medical services to members of staff, their immediate families, and students of the institution. Consultation at the Centre will be free while the University will subsidize drugs and other medication. Generally, staff will be encouraged to register with the National Health Insurance Scheme (NHIS). Serious health cases will however be referred to neighboring hospitals.

Additionally the Health Services Unit will mount regular programmes on *Health Awareness Education* to conspicuously sensitise the youths on the scourge of HIV and AIDS, other sexually transmitted diseases and the various measures to mitigate their effects.

7.03.2 The Mosque Building

In order to cater for the spiritual diet, in addition to the academic digest of the University community, the proposed Unity University will build a magnificent and all-purpose ultra -modern mosque that can accommodate 2,000 worshippers at a time. The Mosque will be strategically located to add to the aesthetic value of the university and also serve as a centre of serenity and inculcation of moral values for the members of the university community.

Furthermore, in accordance with the mission statement of the proposed Unity University, which, inter alia, is to produce graduates (2.02-irrespective of ethnicity and religion) that will be conscious of their religion as a vehicle for service to God and humanity, students and staff of other

religions/denominations shall be allowed to practice their religion at designated areas of the campus.

7.03.3 Equipment Maintenance Centre

This Centre will be charged with the responsibility for the maintenance and repair of the university teaching and research equipment as well as properties. It will also be involved in the maintenance of university vehicles

and in carrying out minor office and home repairs on carpentry, plumbing and electrical works in the University. Major repairs and rehabilitation will however be contracted out.

7.03.4 Sporting and Recreational Grounds

The proposed Unity University will give priority attention to the sporting and recreational needs of staff and students. It will provide sporting and recreation grounds not only for the University community but also for the benefit of the immediate communities. This, in essence, will bring the needed interaction between the institution and the communities. The University intends to build standard sports complexes that will enable the University, not only to host the National University Games (NUGA) in future, but also produce sports men and women who will represent the country at the International University Games. Sporting activities envisioned for the complexes include the followings:

- Soccer (football)
- Handball Pitch
- Lawn Tennis Curt
- Boxing Ring
- Judo
- High and Long Jump

- Table Tennis
- Athletics
- Swimming
- Basketball
- Athletics
- Lawn tennis
- Hockey
- Indoor sports

8.01.1 Full-time Undergraduate Enrolment

The proposed Unity University will admit its first set of students in the 2008/2009 academic year. It intends to commence its academic programmes with a modest student enrolment of 500, distributed into the Faculties of Basic Sciences and Management and Social Sciences as shown in the Appendices 1 a-1d.

Undergraduate students' enrolment is expected to increase from 500 in 2008/2009 to about 1,380 in 2010/2011. Between the fourth and sixth years of existence, the University will admit students into the Faculties of Arts and Humanities, Engineering and Technology and Environmental Sciences. By the year 2018, undergraduate students' enrolment would have increased to about 5,600. The University will eventually establish Faculty of Health Sciences and enroll students into the departments of Medical Sciences and Pharmaceutical Sciences between the seventh and the tenth years of existence. It is expected that undergraduate enrolment would not exceed 9,000 at any point in time. At ultimate development, undergraduate enrolment would account for about 80% of the total student population.

Details of the projections for the full-time students' enrolment, new entrants and total students' enrolment by department, year and level of course are shown in Appendices 1a-11 and 2a-2f.

8.01.2 Full-time Pre-Degree Enrolment

The University intends to offer pre-degree science programmes to ensure continuous availability of highly qualified candidates into its science-based programmes. The proposed pre-degree programmes would be offered simultaneously with the undergraduate programmes and would commence as soon as the relevant departments are established. Pre-degree enrolment would account for about 6% of the student population in the first year of existence. This percentage is expected to reduce gradually and ultimately stabilize at about 1.5%.

8.01.3 Full-time Postgraduate Enrolment

Postgraduate programmes would be offered in all disciplines in the University. These would however commence only when the first sets of students have graduated and the programmes have earned full accreditation status: thereby giving the University adequate time to build its own crop of senior academics that could supervise postgraduate work. At no time will the postgraduate enrolment exceed 19% of the total

student population. Postgraduate student projections are as contained in Appendices 2 a-f.

9.01.1 Sources of Funds (Income):

The Proprietors of the proposed Unity University (Foundation for Islamic Education and Hijra Educational Services Limited) will be the major financiers of the University. However, tuition and other fees will be charged in order to augment the running cost provided by the proprietors. Professional and part-time programmes will attract higher fees while proceeds from the Consultancy services units will be added revenue. A list of the expected sources of income is presented below:

9.01.1.2 Research Grants and Contract from:

- Federal Government Agencies;
- Departments other than the Proprietor;
- International Donor Agencies;
- Islamic Development Bank (Saudi Arabia);
- Zakat Foundation;
- Other Private Enterprises and Non-

Governmental Organizations (NGOs).

9.01.2.1 Student Fees (Undergraduate):

- Nigerian Undergraduate Tuition Fees;
- Nigerian Undergraduate Registration Fees;
- Examination and Transcripts Fees;

9.01.3 Investment income:

9.01.3.1 Rent of University Property:

- Ground;
- Rents of other University property;
- Interest earnings on Bank deposits, shareholding and other investments;
- Business operations:

9.01.3.2 University Consultancy:

- Guest houses and other accommodation facilities;
- University press;
- University farm, and
- University bookshop.

9.01.4 Gifts:

- Endowments, and
- Donations.

9.01.5 International External Grants:

- Donor Agency project grant;
- Jimmy Cater Foundation grant, etc.

10.01.1 Performance Indicators

Performance indicators are information, usually numerical, about a university's activities, which help the university management to evaluate, make judgment and reach decisions on its activities. If critically applied, performance indicators help to highlight how successful the university is implementing its set policy objectives. Any proprietor of an institution, be it government or private, would expect to receive maximum value in return for the investments. The use of performance indicators will therefore help the Unity University to achieve efficiency and effectiveness, thereby ensuring that funds made available are judiciously applied and in a way consistent with the achievement of set objectives. Appropriate performance indicators would draw the attention of the University to likely problem areas that need to be examined, understood and if possible, corrected. The indicators will also permit comparative

assessment of Unity University with other Universities in Nigeria and abroad.

10.02.1 Student Enrolment

The University will scrutinize its selection process every session to ensure that new entrants meet the admission requirements set out in Chapter four of this Brief. These will include a credit pass in English language and Mathematics for all candidates seeking admission with the SSCE result or its equivalents and a score of 200 and above in the Joint Admissions and Matriculation Examinations (JAMB) for entrants into the first year of a four-year degree programme. It will also pay adequate attention to the growth rate of student population, the science/arts ratio and postgraduate training. The indicators to be employed are:

Table 23.0: Performance Indicators for Student Enrolment

S/No	Performance Indicators	Targets
1	Percentage admitted through University Matriculation Examinations (UME)	Not less than 90% every session

2	Percentage admitted through Direct Entry	10% every session
3	Percentage qualified for admission	100% every session
4	Growth rate of students' population	Average of 41% in the first five years,15% in the next five years and 3% thereafter
5	Science/Arts ratio	63:37 in the seventh year
6	Population of Postgraduate students	13% after ten years of existence
7	Population of eligible programmes accredited by NUC	100% after ten years
8	Proportion of students completing degree programmes in minimum time	100% after ten years of existence
9	Percentage of students who transfer out of the University for non-	0%

	satisfaction with form of instruction	
10	Number of graduate programmes	All disciplines after graduating the first set of students and the undergraduate components have earned full accreditation status
11	Proportion of students awarded first class honours degree	3% of graduating students

10.03 Staffing Level:

10.03.1 Academic Staff

The number and quality of academic staff in a University determine, to a large extent, the quality of instruction received by the students. The proposed Unity University will pay appreciable attention to the NUC guidelines on Teacher/student ratios for the various disciplines. It will also ensure a mandatory possession of doctorate degrees by a large proportion of the teaching staff to be able to function in the University setting. Below are the performance indicators to be employed:

Table 24.0: Performance Indicators for Academic Staff

S/No	Performance Indicators	Targets
1	Student/Staff ratio	30:1 in Arts, Law, Mgt. Sc.; 20:1 in Science-based disciplines; 15:1 in Engineering; 10:1 in Health Sciences; 15 : 1 in Pharmaceutical Sciences
2	Structure of Academic Staff	20% Professors/Readers; 35% Senior Lecturers; 45% Lecturer I and below after ten years of existence
3	Proportion of Academic Staff with Ph.D.	80% after five years of existence and 100% in the 25 th year
4	Percentage of Staff undergoing staff development	5% in a year

5	Total number of qualified Professional Librarians	8 after five years of existence
6	Number of chairs of excellence	At least one in two years
7	Books produced by staff each year	Two in the University
8	Average number of conferences organized/attended	One per year
9	Number of research grants	One per organized research unit
10	Staff supported from external research grants	50% of all staff in Research unit
11	Appointment and promotion of professional staff	70% of professional staff promoted or appointed should be members of relevant professional bodies and councils

10.05 Physical and Other Indices

The Unity University will provide adequate physical facilities for the use of its staff and students. The following will serve as performance indicators:

Table 29.0: Performance Indicators for Physical and Other Indices

S/No	Performance Indicators	Targets
1	Space allocated to various academic units	As per NUC standards
2	Lecture theatres and classrooms	0.65 square metres per FTE student
3	Laboratory	7.5 square metres per student
4	Library sitting capacity	200 sitting capacity initially and 100 after 25 years
5	Percentage of staff housed on-campus	75%
6	Percentage of students housed on-campus	50% by the University initially

		50% on Build, Operate and Transfer(BOT) basis after 10 years
7	Power Supply	PHCL 11 KVA G.E.C.type: Diesel Generators 5x2.5MVA
8	Water Supply	Public supplies; Ground tanks 100,000 litres; Elevated tanks 250,000 litres.
9	Number and type of Recreational Facilities	5 Volley ball courts; 2 soccer pitches; 2 Handball courts; 2 Basketball courts; 2 Softball courts; 2 Hockey fields; 1 athletics track (TATAN) 4 Squash facilities;

		20 Table tennis facilities.
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