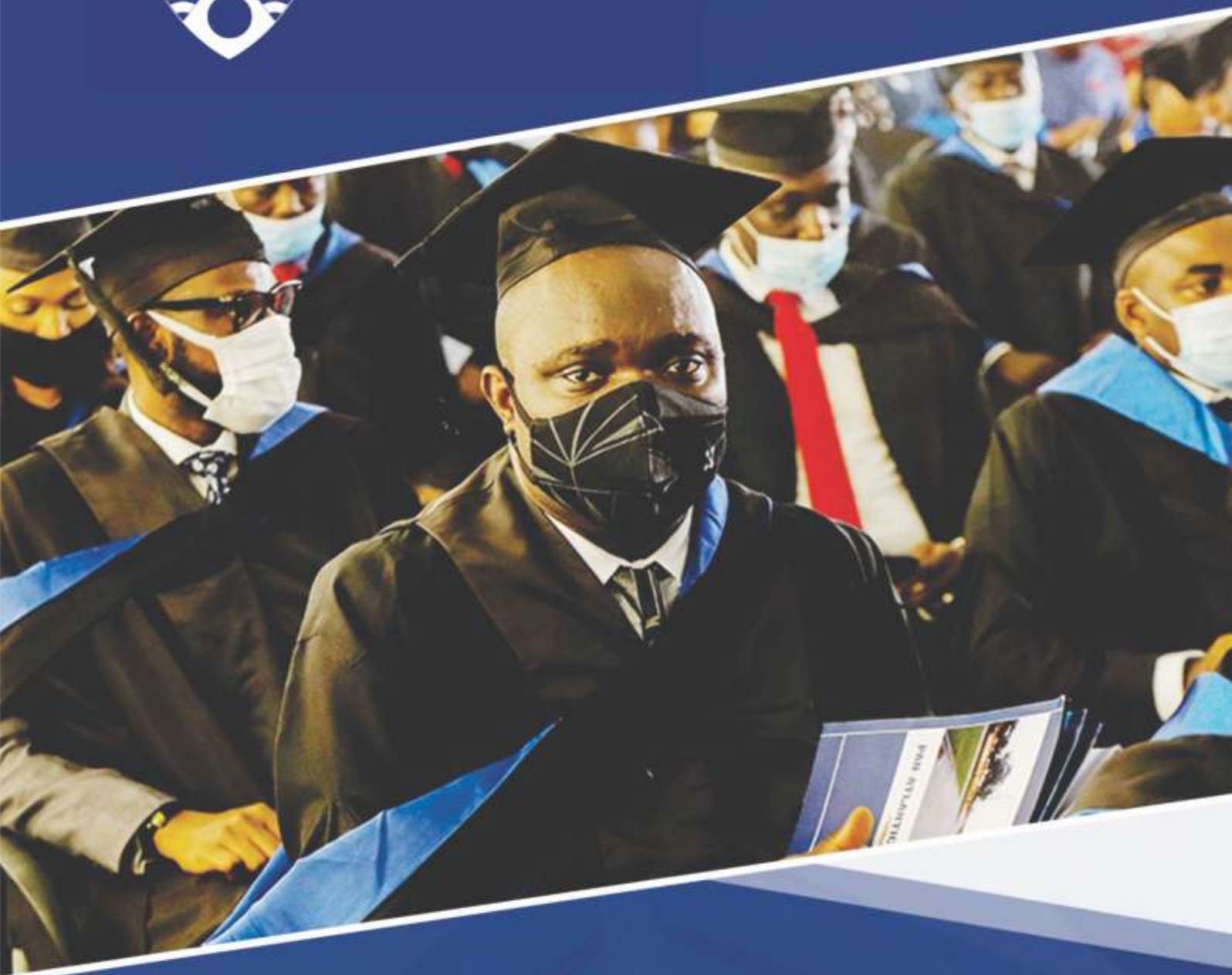




**PAN-ATLANTIC  
UNIVERSITY**



**ANNUAL REPORT  
2019/20**



Interior of the School of Science and Technology

# ABOUT PAN-ATLANTIC UNIVERSITY

## GOVERNANCE

### BOARD OF TRUSTEES OF PAN-ATLANTIC UNIVERSITY FOUNDATION

Pan-Atlantic University Foundation is the legal owner of the University. The Board of Trustees of the Foundation has the power to appoint the Vice-Chancellor and other members of the University Governing Council.

The following are the members of the Board of Trustees of the Foundation:

1. Mr Charles Osezua - O.O.N. (Chairman)
2. Engr. Maurizio Fattarelli
3. Prof. Olusola Kushimo
4. Prof. Stephen Afolami
5. Dr Imelda Wallace
6. Mrs Mary Agbomma Agbu
7. Prof. Emmanuel Obikili
8. Dr Nkechi Asogwa

### PAN-ATLANTIC UNIVERSITY GOVERNING COUNCIL

The Governing Council is the highest body of the University, and it appoints the University's principal officers, deans and professors. Decisions of special importance for the long term future of the University have to be approved by the Governing Council.

## PAN-ATLANTIC UNIVERSITY SENATE

The University Senate is the body responsible for the organization and control of teaching in the University, approval of programme content, admission and discipline of students, and awarding of degrees.

### Members of the Senate:

1. Prof. Juan Manuel Elegido-  
Vice-Chancellor and Chairman of Senate
2. Prof. Chantal Epie
3. Prof. Enase Okonedo
4. Prof. Chris Ogbechie
5. Prof. Olayinka David-West
6. Prof. Bright Eregba
7. Prof. Akintola Owolabi
8. Prof. Olawale Ajai
9. Prof. Onofowokan Oluyombo
10. Dr. Ikechukwu Obiaya
11. Dr. Olusegun Vincent
12. Mr. Kingsley Ukoaha
13. Dr. Darlington Agholor
14. Dr. Uchenna Uzo
15. Dr. Michael Okolo
16. Dr. Jess Castellote
17. Dr. Olusola Oni
18. Mrs. Rosemary Okolo-  
Registrar / Secretary to Senate



### Members of the Pan-Atlantic University Governing Council

(first row, left to right): 1. Mr. Elias Igbin-Akenzua, 2. Chief Sena Anthony, 3. Mr. Muhammad K. Ahmad, OON, Vice-Chairman, 4. Prof. Juan Manuel Elegido, Vice-Chancellor, 5. Mr. H. Odein Ajumogobia SAN, OFR, Pro-Chancellor & Chairman of Council, 6. Mrs. Rosemary Okolo, Registrar and Secretary to Council, 7. Prof. Olufemi Bamiro, 8. Prof. Enase Okonedo.

(second row, left to right): 9. Mrs Ibukun Awosika, 10. Prof. Chantal Epie, 11. Mr. Kingsley Ekwem, 12. Mr. Anthony Oputa, 13. Mrs. Mary Agbu 14. Ms. Oludolapo Afolami, 15. Mr. Maurizio Fattarelli, 16. Clare Omatseye, 17. Mr. Chidi Awagu, Bursar.



● Education in Pan-Atlantic University is personal, well rounded and inculcates the spirit of enterprise in students and participants.

## PAN-ATLANTIC UNIVERSITY MANAGEMENT COUNCIL

The University Management Council is responsible to the Governing Council for the development and implementation of the Strategic Plans, the annual objectives and the financial budgets of the University. It also has the responsibility for the day to day management and administration of the University.

Members of the University Management Council:

1. Prof. Juan Manuel Elegido
2. Prof. Chantal Epie
3. Prof. Enase Okonedo
4. Dr. Ikechukwu Obiaya
5. Mr. Peter Bamkole
6. Mr. Chidi Awagu
7. Mrs. Rosemary Okolo

## TEACHING AND RESEARCH AT PAN-ATLANTIC UNIVERSITY

The objective of education in Pan-Atlantic University is the well-rounded formation of the human person. This is why every first-degree programme includes courses in the humanities. We also seek to inculcate and groom the entrepreneurial spirit in our students and participants.

The University aims at nurturing individuals who are professionally competent, creative and enterprising, zealous

for the common good and able to make free and morally right decisions and who thus act as positive agents of change in service to society.

The founders of Pan-Atlantic University were inspired to begin this educational project by the teachings of Saint Josemaría Escrivá who was the founder of Opus Dei, an institution of the Catholic Church. The Prelature of Opus Dei provides the spiritual and pastoral means necessary for the University to maintain and develop its Christian identity. The Prelature of Opus Dei helps to ensure that the teaching, publishing and research activities in PAU are inspired by the Christian view of the person, the world and society.

## MAIN UNITS OF THE UNIVERSITY

Currently, Pan-Atlantic University has seven main units:

- Lagos Business School (LBS).
- Enterprise Development Centre (EDC).
- School of Media and Communication (SMC).
- School of Management and Social Sciences (SMSS).
- School of Science and Technology (SST).
- Institute of Humanities (IOH).
- Yemisi Shyllon Museum of Art (YSMA).



- *The value of paying attention to little details ensures that students can achieve their academic and professional goals in a clean and conducive environment.*

## Lagos Business School

The Lagos Business School is the oldest unit of Pan-Atlantic University. It shares a campus with the Enterprise Development Centre of the University in Ajah, Lagos. The School offers several MBA programmes and also provides experienced professional managers with high-quality general management education relevant to the Nigerian business environment. Besides being accredited by the National Universities Commission, LBS has also obtained accreditation from AACSB and AMBA, two leading international accreditation agencies. Less than 2% of business schools globally have this double accreditation.

LBS offers a large number of open-enrolment seminars on essential issues in business for corporate leaders and managers. Customised in-company seminars are also arranged for companies who need to train large groups of staff in a particular area.

Executive education at LBS has a strong practical orientation, drawing from the experience of the faculty and participants. The system of teaching privileges the case-study method and group-work approaches to learning.

## Enterprise Development Centre

The Enterprise Development Centre has the mission of providing business development and support services to small and medium enterprises (SMEs) in Nigeria.

In addition to capacity-building programmes, it also provides a variety of services such as business advisory, mentoring, networking meetings, access to market and information, experts-in-residence, retreats and implementation of Organisational Plans.

Many top organisations -Nigerian and International- see EDC as their partner of choice in their efforts to develop the SME sector (and talents) in Nigeria. EDC has partnered over the last several years with:

- Several Federal Government departments and agencies. Programmes organized for them include: *Youwin!* and *Youwin!Connect* (Federal Ministry of Finance), *Growing Enterprise Leaders, Business Innovation & Growth (BIG)*- (Federal Ministry of Industry, Trade & Investment ), *Youth Entrepreneurship Support Programme (YES-P)*- (Bank of Industry) and various programmes with Small and Medium Enterprise Development Agency of Nigeria (SMEDAN).
- The World Bank and the International Finance Corporation. The main programmes organized with them include: *Women X, SME Toolkit and Business Edge*.
- Goldman Sachs (*10,000 Women programme in Nigeria and Liberia*); Cherie Blair Foundation for Women (*Road to Growth*); Oxfam Novib (Work in Progress); British Council (*Creative Lives*);
- The Coca-Cola Africa Foundation/ Africa America Institute (*Social Sector Management programme*)



● Presentation of cash prize to Oluwatosin Yadeka, winner of the 2019 MBA mini-keynote competition.

Diamond Bank (*Building Entrepreneurs Today*), First Bank (*The Economy and You*), Access Bank (*Womenpreneur*), Heritage Bank (*Enterprise Stories*), Etisalat/9Mobile (*Millionaires Hunt and Market Access Nigeria*), Ecobank (various) registered users.

EDC has succeeded in impacting over 150,000 Nigerian entrepreneurs over the last 18 years and is leading efforts in building a vibrant SME ecosystem in Nigeria and beyond, through its work with Aspen Network of Development Entrepreneurs (ANDE) and the Global Entrepreneurship Network (GEN) amongst others.

Through the support of the MasterCard Foundation, EDC revamped the SME Toolkit Nigeria Portal with exciting tools, articles, videos, and e-learning features. By the end of September 2019, this service had over 98,000 registered users.

### School of Media and Communication

The School of Media and Communication was instituted by Pan-Atlantic University in recognition of the crucial role of the media and entertainment industries in shaping societal values and cultural life. Equally important is the growing contribution of the creative industries to the Nigerian economy.

SMC seeks to train professionals who will uphold the highest intellectual, ethical and professional values that promote creativity, critical knowledge, technical preferences, social responsibility and the spirit of the enterprise.

The School offers B.Sc. programmes in Mass Communication and in Information Science and Media Studies; full-time and part-time M.Sc. programmes; and a Ph.D. in Media and Communication. SMC also offers seminars, workshops and certificate programmes for professionals.

### School of Management and Social Sciences

The aim of the School of Management and Social Sciences is to deliver economic and business education relevant to the rapidly evolving global environment.

The School of Management and Social Sciences currently runs B.Sc. programmes in Accounting, Business Administration and Economics, and a doctoral programme in Management.

### Institute of Humanities

In 2014, the University's Governing Council approved the concept of the University having an Institute of Humanities as an academic service unit of the university. Given the importance that the University gives to providing an all-round education for all students, it was decided that all programmes in the University will contain at least 40 credit hours devoted to providing a broad liberal education. In line with this decision, the University Management Council and Senate considered that the creation of a special unit dedicated to organising and providing these courses will guarantee that this aspect of the education of our students is given the attention and priority it deserves.

The members of staff of this Institute face the same demand for research work as those working in other schools of the University and likewise have the same opportunities for promotion and recognition. In addition, this Institute is projected to become the seed of a future School of Humanities.

## School of Science and Technology

The School of Science and Technology aims at “forming competent and socially responsible science and engineering professionals who are committed to the promotion of the common good of society and the advancement of the scientific and engineering profession.

In order to achieve this mission, the School seeks to:

- Provide practice-based, student-centred and industry-relevant programmes that address technical expertise, industrial management and ethical responsibility;
- Develop partnerships and engage with relevant stakeholders through applied research that provides solutions to industry problems;
- Provide entrepreneurship education along with science and engineering education.

## Yemisi Shyllon Museum of Art



The Yemisi Shyllon Museum of Art was set up by the University thanks to the financial support and a very generous grant of over 1,000 artworks by Prince Yemisi Adedoyin Shyllon. It is a teaching museum that, through exhibitions and educational programmes, engages and serves diverse audiences in the University and the larger community and helps them learn about art and through art.

Currently, the YSMA holds a permanent collection of more than 1,200 artworks by Nigerian artists, ranging from the precolonial period till the present.

To achieve its goal as an educational museum, as well as becoming a cultural destination for Lagos, the YSMA uses artworks from its wide collection to engage audiences and introduce them to Nigerian history and culture.

## UNIVERSITY CAMPUSES

### Main Campus

The main campus of the University occupies a 100-hectare piece of land located in Ibeju-Lekki. In this campus can be found the University Administration, the School of Media and Communication, the School of Management and Social Sciences, the School of Science and Technology, the Institute of Humanities and the Yemisi Shyllon Museum of Art.



*Pan-Atlantic University currently operates two campuses. The Main Campus is in Ibeju-Lekki (located at Km 52, Lekki-Epe Expressway).*

### Lekki Campus

This campus, which has an area of 10 hectares, is located at Km 22, Lekki-Epe Expressway, Ajah, Lagos. This campus is the site of the Lagos Business School and the Enterprise Development Centre.



*The Lekki Campus is located near Ajah (at Km 22, Lekki-Epe Expressway).*



## PAU IN NUMBERS

Nº of Students/Participants 2019/20 Academic Year		
	Degree Programmes	Non-Degree Programmes
Lagos Business School	298	582
School of Media and Communication	473	332
School of Management and Social Sciences	358	
Enterprise Development Centre	-	2,729
<b>Total Nº of Students/Participants</b>	<b>1,129</b>	<b>3,643</b>
<b>Nº of full-time faculty</b>	<b>95</b>	

# CONTENTS

- 1 From the Vice-Chancellor
- 2 The University
  - 2 Personnel Information
  - 3 Student Related Activities
  - 4 Scholarship
  - 4 University Research
- 5 Lagos Business School (LBS)
  - 5 COVID - 19 Response
  - 6 Honours and Recognitions
  - 8 Publications by Faculty
  - 12 MBA Programmes
  - 13 Non Degree Programmes
  - 15 Research and Collaboration
  - 17 Outreaches by alumni
- 19 School of Media and Communication (SMC)
  - 19 Personnel Information
  - 20 Publications by Faculty
  - 21 Major Events and Activities
  - 22 Programmes
- 25 School of Management and Social Sciences (SMSS)
  - 25 Personnel Information
  - 27 Honours and Recognition
  - 27 Publications by Faculty
- 31 Enterprise Development Centre (EDC)
  - 31 Introduction
  - 32 Transforming Nigerian Youths Programme
  - 33 Building Capacity of SMEs
  - 35 Going Stronger on Gender
  - 36 Publications by EDC Staff
  - 38 Personnel Information
- 39 Institute of Humanities
  - 39 Personnel Information
  - 40 Publications by Faculty
- 41 Yemisi Shyllon Museum of Art (YSMA)

## ...from the Vice-Chancellor

This has been a very special session. But, beyond the problems caused by Covid-19, I would stress that the way in which the University has met the challenges that have faced us this year shows strikingly our character as an institution. I will summarise this in a few broad statements:

*PAU always tries to act fast.* Immediately after in-person instruction was stopped, we organised training programmes on distance teaching for our staff, and two weeks after the Main Campus was vacated, all schools were already teaching all courses online—mostly through Zoom—according to the very same timetable of classes we were previously following when teaching face to face.

*PAU always tries to listen.* An important factor that contributed to the quality of our online teaching was the help we received from our students. Looking back I have to recognise that—perhaps we moved online too enthusiastically. This was not easy for many of our students, and they quickly mobilised to send a letter to the University spelling out the problems they were having and requesting that we change our approach in several important ways. The letter was tactful and polite, but also specific and forceful. Suffice to say that they succeeded in getting us to introduce several of the changes they advocated and that this was a very useful input for us to improve our whole approach to online instruction in the circumstances of this country.

*PAU always tries to care.* We tried hard not to leave anybody behind. From the beginning, we provided students on full scholarship an allowance of N1,500/week to buy data. Then, in early May we stopped that scheme and provided instead 3 GB/week of free data to all students. For the students who were still not able to follow effectively online instruction, Senate made it easy for them to defer their studies until this pandemic is over.

*PAU always tries to have high professional standards.* Our guiding idea since we started teaching online was that this was not likely to be something transitory, and we needed to become able to teach online to the highest standards. In other words, it was not enough to “manage the problem”; online teaching was a new capability that we had to master. Fortunately, we already had a strong e-learning platform that enabled us to centralise notices, teaching materials, and activities. Also, committees were appointed to design and implement the conduct of online examinations, which was done very successfully. Finally, the Careers Department, in collaboration with numerous partner firms, was able to offer many online internship opportunities to our students. Because of this, all students who were supposed to go on internship were able to do so and a majority of them did so online.

*PAU always tries to respond to social needs.* We also tried to do our quota in helping the nation go through this difficult period. Immediately after the country went on lockdown, Lagos Business School started offering a series of free webinars to help people and organizations adapt to the new situation, and 33,000 people participated in them. Also, our Enterprise Development Centre (EDC) organised numerous webinars and offered free virtual counselling to the many members of their network who were going through significant business and personal problems. EDC has also concentrated during this period on helping its members to access the different grants and interest-free loan schemes that have become available for smaller firms.

In summary, I will not claim that everything was perfect, but I am extremely proud of the way everyone in Pan-Atlantic University (very much including students) have behaved during these trying times. It has been a challenging period, but after going through it Pan-Atlantic University is a stronger institution and has grown in commitment to its founding objectives and values.



*Juan Manuel Elegido*  
Vice-Chancellor



## THE UNIVERSITY

### PERSONNEL INFORMATION

	SUMMARY OF PERSONNEL DATA			
	Support	Professional	Academic	Total
Total No of Staff	271	182	87	540

#### 6th Matriculation Ceremony

The 6th Matriculation Ceremony for new undergraduate students of Pan-Atlantic University held on Saturday, 18th January 2019 in the Honeywell Group Auditorium at the Lekki Campus of the University. A total of 265 students, representing those who had been admitted into the first year classes of the different undergraduate programmes, participated in the ceremony.

#### Inaugural Lectures

The University had two inaugural lectures. They were delivered by Prof. Enase Okonedo and Prof. Yinka David West. The inaugural lecture of Professor Enase Okonedo titled 'Complexities of Decision-making in a Volatile Environment' took place on Friday, 24 January, 2020, in the Honeywell Group Auditorium, Lagos Business School, Pan-Atlantic University.

The inaugural lecture of Professor Olayinka David-West titled 'If I Build It, Will They Come?' was held on Wednesday, 19 February, 2020, in the Honeywell Group Auditorium, Lagos Business School, Pan-Atlantic University.

#### PAU Expo 2020

The Pan-Atlantic University Undergraduate Entrepreneurship Expo (PAU EXPO) held virtually on July 4, 2020. The event was attended by 240 participants. The event provided an opportunity for students to showcase their entrepreneurship projects and make sales at the event.

#### Staff Development

In addition to the regular training activities organized for individual members of staff targeted at augmenting their expertise, the university also organizes other training programmes. These programmes are aimed at transmitting and conserving important aspects of PAU's culture. An important channel of transmitting and conserving PAU's culture is the monthly Internal Issues meeting. These meetings provide members of staff an opportunity to be informed and to reflect on the main aspects of the University's culture while also obtaining their feedbacks on possible improvements that need to be made.

Furthermore, in the past session, the university held a seminar for members of faculty and professional staff in September 2020. This seminar was aimed at equipping staff with skills for managing online learning.

## STUDENT RELATED ACTIVITIES

As a way of fostering extra-curricular activities, some students set up clubs which try to bring together students with similar objectives. There are eight approved clubs. They are:

### Student Clubs

- Entrepreneurship Club
- FOCUS Society
- Dignity Hub
- Euphoria Dance Club
- Living Green Club
- Public Speaking Club
- Drama Club
- Film Club

### Undergraduate Students Community Service Project

In inculcating in the students a spirit of service and responsibility towards members of the society, Pan-Atlantic University put together the Community Service Project (CSP). This has served as a means in achieving our mission of forming competent and committed professionals as well as encouraging them to serve with personal initiative and social responsibility in society. This, in turn, will help in building a better society in Nigeria and Africa at large. The main areas of the project have been the following:

#### Iberekodo Teaching Centre:

This involves giving a weekly 3-hour class in the core subjects, Mathematics and English, to underprivileged students in the greater Iberekodo area. Iberekodo is in the Ibeju local government, where PAU is located. This project involves 45 volunteers who work as the tutors, database managers, and curriculum designers, as well as man the finance and media teams.

#### RACO Orphanage:

This orphanage is the centre for the fortnightly Creative Arts Projects (CAP). Here, students teach the orphans basic art skills such as drawing, painting and moulding. This engages the children's creative minds.

#### Other non-education based projects carried out/ongoing in some outreach places:

There have been extensions of financial and non-financial assistance to RACO orphanage. Donations of provisions, foodstuff and cleaning supplies are made regularly.

The Community Service Team has supported renovation projects aimed at completing residential building of the orphanage. The team has done this by procuring and donating of some building materials. This project is yet to be completed due to the limited funding available for it.

The Iberekodo centre has also not been left out. It was the first to receive the CSP's classroom renovation assistance. The classroom, which also doubles as a town hall for the community, has been fitted with fans, windows, doors and learning materials. The electrical wiring to bring power into the building was also provided by the CSP.

#### Student Businesses

Pan-Atlantic University is not only interested in training students to be employable professionals but also in fostering in its students the spirit of entrepreneurship. This has proven to be successful as many student businesses have come up as a result and more are still being promoted. Below is a list of businesses run by some students.

NEW BUSINESSES	NAMES OF BUSINESS OWNERS
Sugar Spice and Everything Nice (SSEN)	Tay Stepanie, Nnoruka Emeka, Akinkugbe Semilola, Bassey John
Cold Cravings	Amodu Theodora
Dubby's	Chidinma Ceasar
GrillHut Meals	Destiny Obim-Anesodo, Ada Agwu, Teniola Akande, Seyi Gbadamosi
Lifestyle Assist	Aisha A. Keita, Kido Iwelumo, Uju John, Prisca Uwechie
Sudu	Chinaza Obiekwe
ShopLXRE	Chinedu Nwankwo
VANYB'S BEAUTY EMPIRE	Alor Vanessa
Wai Wai	Peter Osilike



● The University ensured that the convocation ceremony held according to schedule despite COVID-19.

## Scholarships

Considering the expense of quality education especially in Nigeria, the University deems it fit to give young men and women who have proven their readiness to work hard, the access to quality education. In supporting these aspiring young men and women, the university offers a significant number of scholarships every year with the assistance of many benefactors who identify with her. The breakdown of the scholarships in the past session is as follows.

Scholarship Type	No of Beneficiaries
Full Scholarship	48
Three Quarter Scholarships	14
Half Scholarships	32
25% Discount	3
10% Sibling Discount	14
<b>Total</b>	<b>96</b>

## University Research

	2017/2018	2018/2019	2019/2020
Journal Articles	63	95	81
Books	5	11	3
Book Chapters	33	48	42
Conference Papers	19	22	9
Case Studies	10	7	17
<b>Total</b>	<b>130</b>	<b>183</b>	<b>152</b>

### SUMMARY OF RESEARCH OUTPUT BY PAU FACULTY 2019/2020 ACADEMIC SESSION

School	Journal Articles	Book Chapters	Books	Case Studies	Conference Papers
Lagos Business School	32	24	3	13	
Enterprise Development Centre	-	2	-	1	
School of Media and Communication	17	5	-	-	1
School of Management and Social Sciences	31	7	5	-	4
Institute of Humanities	1	4	-	-	4
<b>Total</b>	<b>81</b>	<b>42</b>	<b>8</b>	<b>14</b>	<b>9</b>



● *Lagos Business School's Custom Executive Education is number one in Africa and among the top 50 in the world - Financial Times (FT) of London.*

## LAGOS BUSINESS SCHOOL (LBS)

### LBS COVID-19 RESPONSE

The first case of COVID-19 was recorded in Nigeria on the 27th of February, 2020. Initial steps taken were mainly around symptom detection and transmission prevention methods like using hand sanitizers and social distancing. Progressive steps across the month of March saw more progressive and more aggressive measures being instituted. However, by the end of March, the School was shut down, and from then on, all learning and teaching activities occurred virtually.

#### Highlights:

1. Transfer of all programmes (MBA & Executive Education) to online platforms on 23 March, 2020
2. Training of faculty, staff, students before courses were moved online
3. Acquisition of multiple Zoom licenses for faculty and programme managers
4. Expansion of storage capacity on the LBS Learning Management System (LMS)
5. Provision of Mobile Data or MiFi for faculty members
6. Increase of support hours for students and faculty
7. Expansion of the Instructional Design and Technology Unit to handle the new delivery methods

### Details of Covid-19 Response

In 2015 LBS adopted a Digital Learning Strategy plan to gradually leverage instructional technologies in teaching and learning. The structures put in place beginning in 2015 were very effective in our quick take-off and scaling up in our online/virtual programme delivery especially in response to the Covid-19 pandemic.

Both Zoom and Moodle with various interactivity features (chat, discussion, quizzes, polls, survey, wikis, choice, workshop, breakout rooms, chatroom, etc.) were incorporated into course delivery to make learning and teaching effective.

### Technology deployed to implement Online /Hybrid Learning

An important component of the online/hybrid learning systems is the technologies required for efficiency. In 2019, MBA classrooms were equipped with new computer systems with webcams. These computers formed the backbone of online delivery during the lockdown.

In addition, LBS scaled up Zoom licenses thereby providing each member of faculty with Zoom licenses to facilitate their lecture delivery. LBS also provided mobile data or MiFi to some faculty members for internet access.

Furthermore, a virtual classroom was created to facilitate the delivery of online sessions.

## HONOURS AND RECOGNITION TO THE SCHOOL

### Financial Times Rankings

Lagos Business School's Custom Executive Education was ranked number one in Africa and among the top 50 in the world by the Financial Times (FT) of London. This is the 14th consecutive year the School is featuring on the list. On the Custom ranking table, LBS is the 1st in Africa. It holds the 41st spot globally, moving seven places up from its 48th position in 2019

The combined ranking, which evaluates the performance of the top 50 business schools across the world in the areas of Open Enrolment and Custom Executive Education, puts Lagos Business School (LBS) at the 47th position.

### The Economist 2020 Executive MBA Ranking

Lagos Business School (LBS) was the only business school in Africa to be featured on The Economist 2020 Executive MBA Ranking.

This Economist's Executive MBA ranking is a bi-annual list of the best providers of the Executive MBA programme across the world categorised based on two broad measures: personal development/educational experience and career development.

### CEO Magazine Global Ranking

For the third year in a row, Lagos Business School's (LBS) Full-Time and Executive MBA programmes have maintained their status as Tier One programmes according to the 2020 Global Executive MBA Rankings released by CEO Magazine.

CEO Magazine ranks business schools based on criteria such as quality of faculty, accreditation, international diversity and exposure, professional development, gender parity, amongst others. The magazine has been profiling MBA, Executive MBA and Online MBA programmes in top business schools across the globe since 2012.

### AMBA Re-accreditation

Lagos Business School has officially received re-accreditation from the Association of MBAs (AMBA), one of

the world's leading authorities on postgraduate business education, demonstrating its continuing commitment to excellence in management education. Accreditation from the Association of MBAs (AMBA) represents the highest standard of achievement in postgraduate business education. Its rigorous assessment criteria ensure that only the highest-calibre programmes that demonstrate the best standards in teaching, curriculum, and student interaction achieve the Association of MBAs accreditation. The School is also accredited by the Association for the Advancement of Collegiate Schools of Business (AACSB).

### Honours and Recognition to Staff

The Dean of the Lagos Business School, Professor Enase Okonedo has been appointed to the Board of the Principles for Responsible Management Education (PRME). The Principles for Responsible Management Education is a United Nations-supported initiative that raises the profile of sustainability in schools around the world and equips today's business students with the understanding and ability to deliver change tomorrow.

Strategy lecturer and Director, LBS Sustainability Centre, Professor Chris Ogbechie has joined the Research, Education and Engagements (REE) Thematic Area of the Financial Centre for Sustainability, Lagos, a platform that aims to accelerate the expansion of green/sustainable finance in Nigeria. Launched in 2019 by the FMDQ Securities Exchange, the mission of the Financial Centre for Sustainability (FC4S Lagos) is to position Nigeria as a leading market in sustainability principles through investments, innovation, partnerships and capacity development.

An article, 'Teaching Students to be Authentic Leaders in a Volatile World' written by Lagos Business School faculty member, **Henry Onukwuba**, earned a place on BizEd's 10 Most Read articles list in 2019.

BizEd is the bi-monthly magazine published by the Association to Advance Collegiate Schools of Business (AACSB) – the world's leading membership association for educational institutions with business programmes and organisations devoted to advancing business education. AACSB is the premier accrediting body for collegiate business and accounting programmes worldwide.

## SUMMARY OF PERSONNEL DATA

	Support	Professional	Academic	Research Assistants	Total
Nº of New Staff	4	20	3	6	33
Total Nº of Staff	112	90	38	23	263

## ON-GOING DOCTORAL PROGRAMMES

Name of Faculty Member	Area of Research	Institution
Kayode Omoregie	Finance	Swiss Management Centre University, Zurich, Switzerland
Uchora Udoji	Human Resource	Grenoble Ecole de Management
Nkemdili Iheanachor	Management	Lagos Business School

## OTHER FACULTY TRAINING PROGRAMMES

NAME OF FACULTY MEMBER	TITLE OF PROGRAMME	NAME AND LOCATION OF TEACHING INSTITUTION/ORGANISATION	DATES/ DURATION OF PROGRAMME
Prof. Olayinka David-West	Certificate in Financial Inclusion Policy	Frankfurt School of Finance & Management, Germany	September 2019 - April 2020
Prof. Olayinka David-West	Leadership & Diversity in Innovation Programme	Womens World Banking	March 2020 - Feb 2021
Prof. Olayinka David-West	Systems Practice	Acumen Academy	April 2020 - July 2020
Dr. Francis Okoye	International Teachers Programme (ITP)	London Business School , London	5th -10th January, 2020 (Module1), Module 2 was postponed due to the COVID 19 pandemic however online meetup (June 21 - 25, 2020)
Dr. Nkemdilim Iheanachor	Certificate in Financial Inclusion Policy	Frankfurt School of Finance, Germany	2nd September 2019 - September 2020
Dr. Marvel Ogah	International Teachers Programme (ITP) - Module 1	London Business School, London, UK.	Jan 5, 2020 - Jan 10, 2020
Prof. Fabian Ajogwu (SAN)	Audit Committees in a New Era of Governance'	Harvard Business School Boston, MA	July 19 - 21, 2020
Prof. Fabian Ajogwu (SAN)	Compensation Committees: New Challenges, New Solutions	Harvard Business School, Boston MA	July 22 - 24, 2020
Dr. Emmanuel Imafidon	Higher Education Teaching Certificate	Harvard Derek Bok Centre for Teaching and Learning	13 May 2020 – 15 July 2020
Dr. Emmanuel Imafidon	Executive Programme on Management Consulting	Johannesburg Business School	02 – 03 July 2020
Dr. Yetunde Anibaba	Accredited Coach Training	Solutions Academy, Germany (Online)	May – November 2019
Dr. Yetunde Anibaba	Coaching in Organizations	Solutions Academy, Germany (Online)	April – December, 2020 (Ongoing)
Dr. Yetunde Anibaba	Integrated Trauma-Informed Care Course	Jars Education Group (Online)	July – August 2020
Mr. Uche Attoh	Nigerian Labour Employment and Social Laws	Nigeria Employers Consultative Association (NECA)	12-14th Nov. 2019
Mr. Uche Attoh	Employment Relations Issues Arising from COVID-19	Nigeria Employers Consultative Association (NECA)	28th May 2020
Dr. Ogechi Adeola	Case Development Webinar	Case Research Foundation, USA & Emerald Publishing	4-Mar-20
Dr. Kemi Ogunyemi	Bentley Global Business Ethics Teaching Workshop	Hoffman Center for Business Ethics, Bentley University, Waltham, Boston	May 19-21, 2020
Dr. Kemi Ogunyemi	REMOTE - the connected faculty summit	Arizona State University	Jul 13-14, 2020
Dr. Kemi Ogunyemi	Building & Leading the 21st Century Team	Lagos Business School, Nigeria	Aug 12-22, 2020 (ongoing)
Prof. Olawale Ajai	Understanding Technology in Business	Digital Frontiers Institute/ Online Certificate Course	Aug 11, 2020 (ongoing)



● Yale President, Peter Salovey, was at the Lagos Business School in January 2020 to discuss emotional intelligence in leadership with students, alumni and staff of the School.

## PUBLICATIONS BY MEMBERS OF FACULTY

(Please note that items presented in previous annual reports do not appear below even if they were accepted during a previous session but were only published in the academic session 2019/2020)

### Journal Articles

Adeola, D., Adeola, O. (2020). The extractive sector and corporate social responsibility: A case of Chevron Nigeria. Communicatio, 45(3) 40-66.

Agwu, M. E. (2020). Can technology bridge the gap between rural development and financial inclusions? *Technology Analysis & Strategic Management*, 33(2) 123-133.

Agwu, E., Nwoke, N.I. (2019). Effect of recruitment and selection on employee retention: Mediating factor of employee engagement. *European Journal of Applied Business Management*, 5(4), 17-29

Agwu E. (2020) Entrepreneurship education as panacea for unemployment reduction. *Journal of Management and Strategy*, 11(1), 37-45

Agwu, E. (2019). Government assisted programmes and unemployment reduction in developing economies: A study of Nigeria and Ghana. *International Journal of Management, Economics and Social Sciences*, 8(4), 280 – 298

Agwu, M.E. (2020). Impact of business ethics on Nigerian financial institutions. *International Journal of Business Excellence*, 20 (2), 223-241

Agwu, E. (2019). Impact of stakeholders' analysis on organizational performance: A study of Nigerian financial organizations. *International Journal of Strategic Decision Sciences*, 10(4), 64-81

Amaeshi K., Adi, B., Ikiebey G. & McCulloch N. (2020). Corporate tax responsibility in Africa: Insight from Nigeria. *Africa Journal of Management*, 6(2), 115-131.

Amaeshi, K., Adi, B., & Ikiebey, G. (2019). Small business owners and corporate tax responsibility in Nigeria: An exploratory study. *African Tax Administration Paper* 15, Issue 50.

Amah, O. E. (2020). Innovative work behaviors: Role of employee engagement and organisational citizenship behaviours. *Indian Journal of Industrial Relations*, 56(2).

Amah, O.E. (2019). Managing the negative effects of work-to-family and family-to-work conflicts on family satisfaction of working mothers' in Nigeria: the role of extended family support. *Community, Work and Family*.

Amah, O. E., Oyetunde, K. (2020). The effect of servant leadership on employee turnover in SMEs in Nigeria: The role of career growth potential and employee voice. *Journal of Small Business and Enterprise Development*. 27(6), 885-904.

David-West, O., Aluko, T., & Adetunji O. (2019). Mobile money: A panacea for financial exclusion in emerging markets. *CIBN Journal of Banking*. 8(1) 27-55

- David-West, O., Iheanachor, N., Umukoro I (2020). Sustainable business models for the creation of mobile financial services in Nigeria. *Journal of Innovation & Knowledge*, 105–116.
- Ejiogu, A., Okechukwu, O., Ejiogu, C., Owusu, A., & Adeola, O. (2019). Determinants of informal entrepreneurship in Africa. *International Journal of Entrepreneurship and Small Business*.
- Emenalo, C.O., Gagliardi F. (2020). Is current institutional quality linked to legal origins and disease endowments? Evidence from Africa. *Research in International Business and Finance*.
- Hinson, R. E., Adeola, O., Amoah J., Adomako, S. (2020). Foreign direct investment and tourism development in Africa. *International Journal of Multinational Corporation Strategy*.
- Iheanachor, N., Ozegbe, A.E. (2020). Dynamic linkages between mobile money and banks' performance in Nigeria: An autoregressive distributed lag (ARDL) approach. *International Journal of Management, Economics and Social Sciences*, 9(3), 224 – 246.
- Kelikume, I., & Nwani, S. (2019). A vector autoregression analysis of the efficacy of external reserves management on exchange rate stability: Evidence from Nigeria. *Journal of Economics, Management and Trade*, 24(5), 1-11.
- Kelikume, I., Olaniyi, E. Iyohab, F. A. (2020). Efficient market hypothesis in the presence of market imperfections: Evidence from selected stock markets in Africa. *International Journal of Management, Economics and Social Sciences*, 9(1), pp. 37 – 57. *Sciences*, 9(3), 224 – 246.
- Kelikume, I., Muritala, O. (2019). The impact of changes in oil price on stock market: Evidence from Africa. *International Journal of Management, Economics and Social Sciences* 8(3), 169 – 194
- Kosiba, J.P., Acheampong A., Adeola O., Hinson R. E. (2020). The moderating role of demographic variables on customer expectations in airport retail patronage intentions of travellers. *Journal of Retailing and Consumer Services*
- Nwani, S. E., Kelikume, I., & Osuji, E. (2020). Does service sector growth cause agricultural and industrial development? A dynamic econometric approach. *International Journal of Management, Economics and Social Sciences*, 9(2), 58-75.
- Ojadi, F. (2020). Delays in customs clearing processes in sub-Saharan African port: An analysis and evaluation of the 'Pre-Arrival Assessment Report' (PAAR) process at a Nigerian seaport. *Journal of Business Diversity*
- Oluseyi-Sowunmi , S., Iyoha, F.O. & Owolabi, A.A. (2020). Corporate environmental reputation management and financial performance of environmentally sensitive companies in Nigeria. *Cogent Social Sciences*, 6(1).
- Omoregie, K., Olofin, S.A. (2020). Corporate performance in Nigeria: The effect of oil price and exchange rate fluctuations, *International Journal of Economics and Financial Issues*, 10(6), 170-179.
- Omoregie, K., Ikpesu F., Olofin S.A., (2020). Foreign exchange and the capital market dynamics: New evidence from non-linear autoregressive distributed lag model. *International Journal of Management, Economics and Social Sciences*, 9(1), 1-23
- Omoregie, O. (2020). Social impact investing and impact financing. *The Nigerian Accountant* 51(7), 29-33.
- Ojadi, F. (2020). Delays in customs clearing processes in sub-Saharan African port: An analysis and evaluation of the 'Pre-Arrival Assessment Report' (PAAR) process at a Nigerian seaport. *Journal of Business Diversity*.
- Okechukwu, A., Kabiru, O. (2020). Human resources management practice, job satisfaction and affective organisational commitment relationships: The effects of ethnic similarity and difference. *SA Journal of Industrial Psychology*.
- Ogbechie, R., Oyetunde. K. (2019). Beyond legislations: Ethical issues in domestic work in Nigeria. PEOPLE: *International Journal of Social Sciences*, 5(3), 99-119.
- Nwani, S.E., Kelikume, I. (2019). Causal linkage amongst public expenditure on health, health status and growth: New empirical evidence from Toda-Yamamoto approach for Nigeria. *Journal of Scientific Research & Reports*, 24(3), 1-13.

## Book Chapters

Achi, A., Otubanjo, O. (2020). Customer Service Strategy In R.E Hinson, O. Adeola, T.R. Lituchy & A. F.O. Amartey (Eds.), *Customer service management in Africa: A strategic and operational perspective*. Routledge.

Adeola, O., Ehira, D., Ibelegbu O. (2020). Application of digital technologies and social media to enhance customer service experience. In R.E Hinson, O. Adeola, T.R. Lituchy & A. F.O. Amartey (Eds.), *Customer service management in Africa: A strategic and operational perspective*: Routledge.

Adeola, O., Adisa, I. Obileye. A.A. (2020). Cultural influence on customer service delivery In R.E Hinson, O. Adeola, T.R. Lituchy & A. F.O. Amartey (Eds.), *Customer service management in Africa: A strategic and operational perspective*: Routledge.

Adeola, O., Agwu, E., Ezeugwu, C.R. (2020). Offline branding in the digital age. In P. Foroudi and Maria Palazzo (Eds.), *Contemporary issues in branding*. Routledge.

Adeola, O., Eigbe, O., Muritala O. (2020). The informal economy: CSR and sustainable development. In O. Osuji, F. N. Ngwu & D. Jamali (Eds.), *CSR in Developing and emerging markets – institutions, actors and sustainable development*. Cambridge University Press.

Adeola, O., Muogbo, O. Fatoki, J. (2020). Using Quelch's tools to explore and put dual marketing into practice: Benefits, opportunities and risks. In M. Palazzo, P. Foroudi, A. Siano (Eds) *Beyond multi-channel marketing: Critical issues in dual marketing*. Emerald Insight

Adi, B. (2020). Concept of business and new value creation. In *Entrepreneurship: perspective, process and practice*. Directorate of Academic Planning, Alex Ekwueme Federal University Ndufu-Alike Ikwo.

Adi, B. (2020). Social entrepreneurship. In *Entrepreneurship: perspective, process and practice*. Directorate of Academic Planning, Alex Ekwueme Federal University Ndufu-Alike Ikwo.

Adi, B. (2020). Theories of growth: An overview. In *Entrepreneurship: Perspective, process and practice*. Directorate of Academic Planning, Alex Ekwueme Federal University Ndufu-Alike Ikwo.

Agwu, E. (2020). Contemporary management approaches to the global hospitality and tourism industry: Technology as a panacea for sector growth. In A. Pius, H. H. Alharahsheh & A. A. Adesanmi, (Eds.), *Contemporary Management Approaches to the Global Hospitality and Tourism Industry*. IGI Global.

Agwu, E. (2020) Trends and issues in international planning for businesses: Effects of globalization In B. Adekunle, H. H. Alharahsheh, & A. Pius (Eds.), *Trends and Issues in International Planning for Businesses*.

Anifowose, P.O., Ohu, E.A. (2020). Social intrapreneurs - Rebels for good. In J. Marques & S. Dhiman (Eds.), *Social entrepreneurship and corporate social responsibility*. Springer Nature.

Ebong, J. Ciambotti, G., Kinoti, A., Nakagwa, A., & Adeola, O. (2020). Juxtaposing supply and demand-side drivers and barriers of technology adoption in the base of the pyramid markets in Uganda. In J. Muthuri, M. G. Arnold, S. Gold, X. R. Fajardo (Eds.), *Base of the pyramid markets in Africa: Innovation and challenges to sustainability*. Routledge.

Kelikume, I. Alabi, F.A., Anetor O.S. (2020). An approach of Nigeria consumption function – An empirical test of the permanent income hypothesis. In K.F. Andrew Lo (Ed.), *Strategies in Economies and Management Vol. 2: Book* Publisher International.

Kelikume, I., Alabi, F.A., Ajogbeje K. (2020). Recent study an evaluation of the growth- maximizing size of government expenditure in a developing economy: Evidence from Nigeria. In K.F. Andrew Lo (Ed.), *Strategies in Economies and Management Vol. 2*: Book Publisher International.

Kelikume, I. (2020). Construction Sector and Economic Growth in Nigeria: An Overview. In F. Xiang(Ed.), *Current Strategies in Economics and Management Vol. 3*. Book Publisher International.

Nwosu, B., Ogunyemi, K. (2020). A view from the top: Hotel HR directors' perspectives of sustainable HRM in Nigeria. In: T. Baum & A. Ndiuini (Eds), *Sustainable human resource management in tourism. Geographies of tourism and global change*. Springer.

Ofori, K.S., Anyigba, H., Ampong, G.O., Omoregie, K., Nyamadi, M., Fianu, E. (2020). Factors influencing information security policy compliance behaviour. In W. Yaokumah, M. Rajarajan, J-D. Abdulai, I. Wiafe, F A. Katsriku (Eds.), *Modern theories and practices for cyber ethics and securities compliance*. IGI Global.

Ogunyemi, K. (2019). Employer loyalty. In D. C. Po ffang A. C. Michalos (Eds.), *Encyclopedia of business and professional ethics*. Springer.

Ogunyemi, K. (2019). Gifting and influence in the private sector. In D. C. Po ffang A. C. Michalos (Eds.), *Encyclopedia of business and professional ethics*. Cham, Switzerland: Springer.

Ogunyemi, K., Obiorah, O. (2020). Responsible managers for the common good: African (Igbo and Yoruba) perspectives on responsible management. In O. Laasch, R. Suddaby, R.E. Freeman and D. Jamali (Eds.), *Research handbook on responsible management*. Edward Elgar.

Ogunyemi, K. (2020). The relevance of African virtue ethics traditions today. Ogunyemi (Ed.) *African virtue ethics traditions for business and management*. Edward Elgar.

Ogunyemi, K. (2020). Virtue Ethics Traditions in Africa: An Introduction. In K.Ogunyemi (Eds.) *African virtue ethics traditions for business and management*. Edward Elgar

Okupe, A (2020). Plugging the gaps in Africa's tourism system: The need for tourism leadership. In T. Baum & A. Ndiuini (Eds.), *Sustainable human resource management in tourism. Geographies of tourism and global change*. Springer

## Books

Hinson, R.E., Adeola, O., Lituchy, T & Amartey, A.F. (2020). *Customer service management in Africa: A strategic and operational perspective*. Productivity Press

Hinson, R. E., Adeola, O., Limbu, Y. B. & Mogaji E. (2020). *Marketing in healthcare-related industries*. Information Age Publishing.

Ogunyemi, K (Ed.) *African virtue ethics traditions for business and management*. Edward Elgar

## Case Studies

Amah, O. (2020). Abiodun Chukwu: Managing organisational politics: The Case Centre. Lagos Nigeria: Lagos Business School.

Amah, O. (2020). Al Dorado Group Limited: Building a pipeline of leaders: The Case Centre. Lagos Nigeria: Lagos Business School.

Attoh, U. (2020). Bayo and Tayo: The Case Centre. Lagos Nigeria: Lagos Business School.

David-West, O. (2020) BudgetIT: The Case Centre. Lagos Nigeria: Lagos Business School.

Emenalo, C. (2020). FGN Bonds: Bond valuation: The Case Centre. Lagos Nigeria: Lagos Business School.

Epie, C., Ojadi, F. (2019). Axxiom SARL: Social entrepreneurship - The Ivorian oyster mushrooms (Pleurotes): The Case Centre. Lagos Nigeria: Lagos Business School.

Ogbechie, R. (2020). Jero Oloye and Sunrise Consulting Ltd: The Case Centre. Lagos Nigeria: Lagos Business School.

Ojadi, F. (2020). Asten Global Ltd: Export Costing: The Case Centre. Lagos Nigeria: Lagos Business School.

Ojadi, F. (2020). Ezedis: Building quality certification for export of yams to UK (B): The Case Centre. Lagos Nigeria: Lagos Business School.

Onukwuba, H. (2020). Ole Gunnar Solskjaer and Manchester United F.C.: The Case Centre. Lagos Nigeria: Lagos Business School.

Oparison, A. (2019). Mantra Global in Africa: The dual challenge of talent development and expatriate management: The Case Centre. Lagos Nigeria: Lagos Business School.

Uzo, U. (2020). Splendid Ruby Scents Limited: The scents of sales incentives: The Case Centre. Lagos Nigeria: Lagos Business School.

David-West, O. (2020). BudgetIT: Promoting Inclusive Governance with Big Data: The Case Centre. Lagos Nigeria: Lagos Business School.



- Knowledge production is at its peak when business leaders rub minds together in the classroom. The LBS experience has been proven to increase participants' capacity for producing innovative solutions to business problems.

## PROGRAMMES

### MBA Programmes

LBS has been offering MBA programmes since 2002.

These programmes have been accredited by the National Universities Commission (NUC), the Association of MBAs (AMBA) and the Association to Advance Collegiate Schools of Business (AACSB). These last two accreditations put LBS in the top 2% of business schools globally. In addition, LBS has been ranked among the top providers of executive MBA programmes globally by *The Economist*.

MBA students are given the opportunity to broaden their learning by participating in exchange programmes in globally recognized partner institutions. The current student exchange partner institutions include IESE Business School, University of Stellenbosch Business School, IESEG School of Management, Indian Institute of Management Ahmedabad, Graduate School of Business of the University of Cape Town and Università Commerciale L. Bocconi (Bocconi University), among others.

## SUMMARY OF PARTICIPATION IN PROGRAMMES DEGREE PROGRAMMES

### Participation in MBA Programmes

Lagos Business School Programmes	Nº of New Enrolments in this Session	Total Nº of Students in this Session	Nº of Students Graduating this Session
Full-time MBA	37	61	22
Modular - MBA	39	38	None
Executive MBA	61	128	78
Modular - EMBA	42	71	26
<b>TOTAL</b>	<b>179</b>	<b>190</b>	<b>126</b>



- In March 2020, LBS introduced an executive coaching service for participants on its Executive Education, Executive MBA programmes and Modular Executive MBA programmes to serve as an inquiry-based approach for personal and professional development.

## Non-Degree Programmes

LBS has been offering non-degree programmes to experienced business professionals since 1991. Executive education at LBS has a strong practical orientation, drawing from the experience of faculty and participants. The system of teaching privileges the case-study method and group-work approaches to learning.

This is the thirteenth consecutive year since 2007 that LBS has been ranked in the open enrolment executive programmes category (where it ranks 2nd in Africa) and the fourth year in the custom executive programmes category (where it ranks among the top 50 globally) by the Financial Times of London.

## MAJOR EVENTS AND ACTIVITIES

### *Activities of the Research Centres*

#### Lagos Business School Sustainability Centre

Lagos Business School Sustainability Centre is geared towards promoting sustainability, empowering individuals, nonprofits, businesses and public sectors to implement sustainable solutions to Africa's growing social needs. The Centre achieves these objectives by conducting research, facilitating seminars & workshops and engaging stakeholders through interactive forums.

#### Christopher Kolade Centre for Research in Leadership and Ethics (CKCRLE)

The Christopher Kolade Centre for Research in Leadership and Ethics (CKCRLE) seeks to create and share knowledge in order to improve the way managers lead and live in Africa and the world at large. During the course of the session, it held the following activities:

#### Humanistic Management Network (HMN)

The HMN Nigeria chapter anchored by the Centre held a business meeting titled "Human Dignity and the Future of Work", at the Colonnades Hotel, Ikoyi on November 27, 2019. Forty participants across various industries attended the event. The keynote speaker was Mr Charles Aigbona of the Institute of Work and Family Integration (IWFI). Other panellists were; Mr Chidiebere Anosike (Ingres Quality Rollout Limited), Ms Oluwatoyosi Abikoye (Legal Practitioner), and Immanuel Umukoro (Research Fellow), who contributed to the discussions from their diverse perspectives. The meeting ended with a presentation by the HMN working groups of their research proposals, and new members signed up for the different working groups - Corporate Action, Research, Policy and Media.

#### Research Workshop

The Centre held a research workshop, titled "Advancing Management Research Capacity in Nigeria" sponsored by the Society for the Advancement of Management Studies (SAMS) UK, from October 7 to 9, 2019 in Lagos Business School. Fifty-three participants from several institutions across the country attended the workshop. Participants were early career researchers, post-doctoral and PhD students.

#### Webinar

The centre held a webinar titled "Humanistic Management: Making Organisations More Resilient" on 28 May, 2020 with about 104 participants in attendance.

Another webinar titled "Planning and Leading in uncertainty" was held on 18 August, 2020 and about 24 participants attended the session.

## SUMMARY OF PARTICIPATION IN NON-DEGREE PROGRAMMES

PARTICIPATION IN NON-DEGREE PROGRAMMES					
Lagos Business School Programmes	Executive	Short Focused Programmes	Open Seminars (Online)	ONLINE PROGRAMMES	TOTAL
No Of Participants	360	1084	378	379	<b>2,201</b>

## SUMMARY OF PARTICIPATION IN EXECUTIVE EDUCATION PROGRAMMES

PARTICIPATION IN NON-DEGREE PROGRAMMES				
S/N	Programmes	No Of Days Spent In Class	No Of Days Spent Online	No Of Participants
1	Owner Managers Programme (OMP 29)	30	0	33
2	Owner Manager Programme (OMP 30)	10	15	30
3	Senior Management Programme (SMP 72)	30	0	38
4	Senior Management Programme (SMP 73)	30	0	17
5	Senior Management Programme (SMP 74)	25	0	51
6	Senior Management Programme (SMP 75)	15	10	50
7	Senior Management Programme (SMP 76)	10	15	19
8	Management Acceleration Programme(MAP 7)	10	0	36
9	Management Acceleration Programme(MAP 8)	5	5	14
10	Agribusiness Management Programme (AgMP 12)	25	0	14
11	Agribusiness Management Programme (AgMP 13)	25	0	18
12	Agribusiness Management Programme (AGMP 14)	10	5	40
<b>TOTAL</b>				<b>360</b>

## CANDIDATES AND SUPERVISORS IN THE PHD IN MANAGEMENT PROGRAMME (2019/2020 ACADEMIC SESSION)

Name	Area of Specialisation	Supervisors
Oluwayemisi Olomo	Management: Branding in Health Care	Prof. Tayo Otubanjo
Nkemdilim Iheanachor	Management: Financial Institution	Prof. Chris Ogbechie
Adeboye Adeyemi	Management: Energy Sustainability	Prof. Chris Ogbechie
Segun Shogbanmu	Management: Corporate Identity	Prof. Tayo Otubanjo



## RESEARCH AND COLLABORATION

### Organisational Research Culture in Africa Universities (ORCA) Research

The Organisational and Research Culture of African Universities (ORCA) research project is in collaboration with partners in South Africa, Ghana and Zimbabwe. The study is ongoing with data collection across five universities in Nigeria- University of Lagos, Lagos State University, Obafemi Awolowo University, University of Ibadan, Covenant University.

## PUBLICATIONS FROM THE CENTRE

### *Industry report*

Ethical Portrait of the Nigerian Health Sector - The study examined the health sector in Nigeria from an ethical perspective. The report is ready and an e-copy will soon be available online.

### *Book chapter*

Ogunyemi, Kemi and Ogechi, Obiorah. "Responsible managers for the common good: African (Igbo and Yoruba) perspectives on responsible management." Research Handbook of Responsible Management. Edward Elgar Publishing, 2020.

### *Book*

A book on Leadership is in the writing stage

### *Case Studies*

We currently have four case studies ongoing

### *Newspaper publications*

"Reducing Corruption: Is the private sector doing enough?" - Olusegun D. Sotola, (Published Tuesday, May 12, 2020, in BusinessDay)

"Systems Leadership: An Approach to Sustainable System Change" - Uchechukwu Anagboso, (Published Monday, April 20, 2020, in BusinessDay)

"Planning a Transition from a Middle-level Manager to an Executive Leadership Role (1)" – Uchora Udoji (Published in Business Day, December 02, 2019).

"Planning a Transition from a Middle-level Manager to an Executive Leadership Role (2)" – Uchora Udoji (published in BusinessDay, December 09, 2019).

"The Role of Research for Informed Decision Making" – Uchechukwu Anagboso (published in BusinessDay , November 18, 2019).

## LBS ALUMNI ASSOCIATION (LBSAA)

The LBS Alumni Association (LBSAA) organises monthly sessions as well as a number of major activities during the year for alumni. Some of these were:

### *Alumni Day*

The Alumni Day is one of the platforms LBS uses to ensure continuous learning for its alumni while also facilitating networking opportunities across the association.

The 2019 LBS Alumni Day held on 21 November, 2019 and was marked by a conference on the Future of Work. The Conference Chairman of the event was Mr Kayode Falowo the Managing Director of Greenwich Trust Group, and the guest speaker was Mr Michael Liley, a Partner at Human Capital Advisory | Future of Work, Deloitte, Germany.

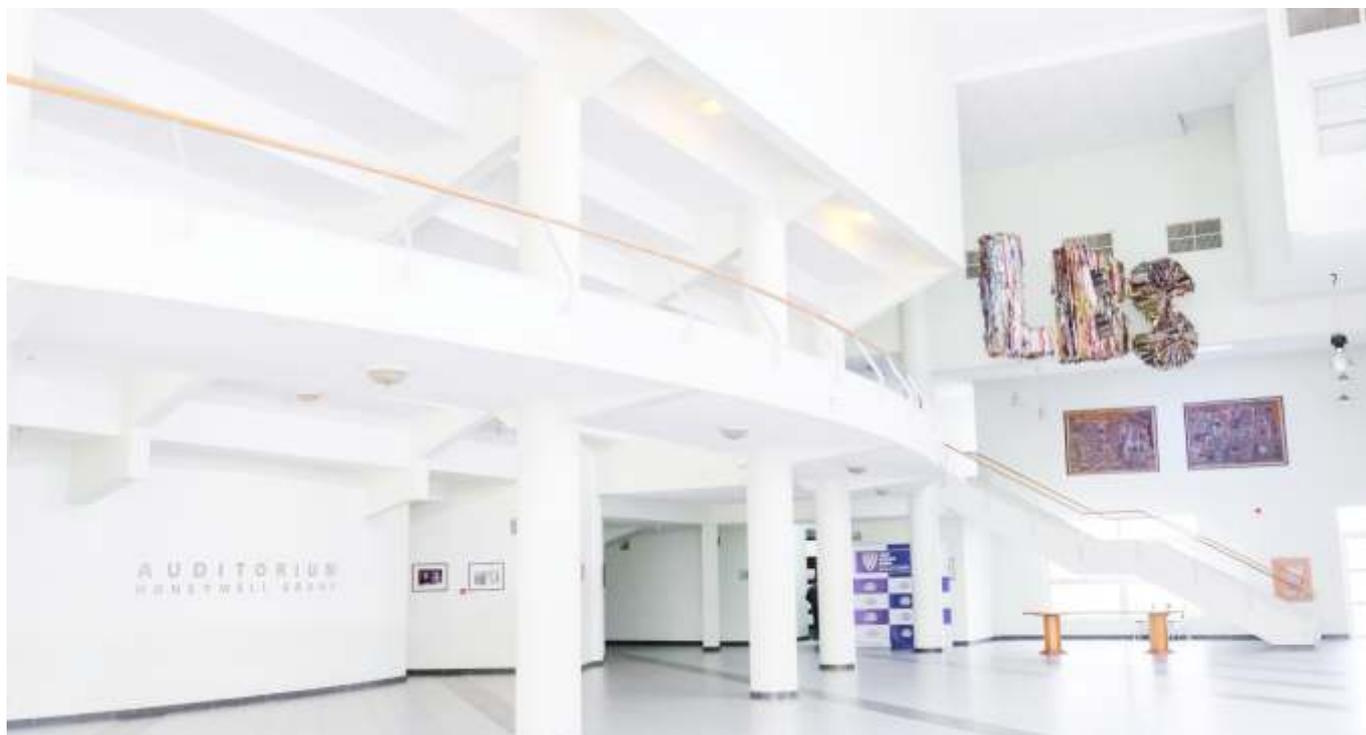
Other speakers at the event included Mr Olabode Agosto, Founding Managing Director, Agosto & Co; Ms Olufunke Amobi, Country Head, Human Capital, Stanbic IBTC; Chika Nwobi, Founder/CEO, Decagon Institute; Tunji Adegbesan, Founder, Gidi Mobile; Joel Ogunsola, SSA to the Ondo state governor on Innovation and Partnerships. The main session was moderated by LBS faculty member, Dr Eugene Ohu.

## OUTREACHES BY ALUMNI

S/N	Class	Date	Gift Presented
1	EMBA4		Covid 19 Food outreach Support to the Destitutes/Beggars in Ebute Metta
2	EMBA17		Donated 2400 bottles of 100ml hand sanitizers to support the anti-pandemic efforts of the Lagos State Government.
3	OMP 17		CSR activities in Bariga, Itedo, Makoko and Boundary Ajegunle to support people who are affected by distributing food items to families in those communities
4	AgMP 13	April 4th, 2020	Delivered FOOD ITEMS to 50 families who benefited from the first phase of the project in Bariga
5	AgMP 12 President in person of Mr. Hakeem Dosunmu		Donated farm produce of 3000 crates of eggs and 300 live chickens to the Uje community to relieve families during the COVID-19 period
6	OMP 22		Invited Pharm Bankole to give health talk on COVID-19 pandemic
7	EMBA12	Friday 17/04/2020	Distributed food items and soap to 70 families in Ajah
8	EMBA22		Embarked on a food drive with the Aunt Landa Foundation.
9	EMBA15	Monday & Tuesday, 20th -21st April, 2020	Visited Egbeda/Idimu area with palliative care for widows and single mothers
10	CEP23		Chief Anil Grover of CEP 23 & AMP 22 respectively also carried out a CSR to the security personnel during this COVID-19 era
11	CEP 22		Provided food items for 450 families including security forces on the Mainland and Island
12	EMBA 16	April including Easter Sunday	Carried out a food drive two times

## OTHER MAJOR EVENTS

S/N	Event	Venue	Date	Attendance	Main Speakers
1	Be Alert! Prevent Sudden Death	LBS	Thursday, 30 January, 2020	36	Dr Deborah Tella, Managing Director and Founder of Swift HMO and Dr Oluseun Peter Nubi, Psychiatrist and Consultant at University of Lagos
2	Economic Outlook	LBS	Thursday, 27 February, 2020		Dr. Andrew S. Nevin and Mr. Ogunbayo
3	MBA Hangout	Oriental Hotel, Lekki	Saturday, 7 March, 2020	63	Adenike Ogunlesi, Chief Responsibility Officer of Ru ff'n Tumble and Nnamdi Ezeigbo, CEO of Slot
4	Managing the COVID-19 Pandemic	Zoom	Friday, 31 March, 2020	163	Dr. Pamela Ajayi, Founding Managing Director of SYNLAB Nigeria (formerly PathCare Nigeria), Dr Yewande Oshodi, Consultant Psychiatrist and Senior Lecturer in the Department of Psychiatry of the Lagos University Teaching Hospital and College of Medicine University of Lagos and Dr Iorhen Akase, Healthcare practitioner, consultant physician with the Lagos University Teaching Hospital, Idi-Araba
5	Financial Planning in a Crisis	Zoom	Friday, 3 April , 2020	187	Mrs. Nimi Akinkugbe, Founder and Chief Executive Officer of Bestman Games Ltd
6	The Economic Impact of COVID-19 and the way forward	Zoom	Friday, 7 April, 2020	404	Dr. Biodun Adedipe, founder and Chief Consultant of B. Adedipe Associates Limited (BAA Consult)
7	Self and Time Management During Crisis	Zoom	Tuesday, 14 April, 2020	598	Mr. Henry Onukwuba, Senior Fellow and full-time faculty member at Lagos Business School
8	Security in Crisis	Zoom	Friday, 17 April, 2020	115	Mr Onyekachi Adekoya, CEO, PR24 Nigeria
9	The agribusiness sector and post covid-19 challenges and opportunity	Zoom	Friday, 24 April, 2020	870	Dr Ikechukwu Kelikume, Senior faculty member, Lagos Business School
10	Networking Lunch	Zoom	Thursday, 14 May 2020	301	Professor Chris Ogbechie, Professor of Strategic Management and Director, Sustainability Centre and Mr. Aigboje Higo, Group Managing Director, Capital Bancorp Plc.
11	Strategy for Digital Transformation	Zoom	Thursday, 23, July 2020	170	Prof. Yinka David-West, Academic Director and Professor in the Operations, Information Systems and Marketing Division of Lagos Business School
12	Nigeria Consumer and Digital Media Marketing: An X ray of Trends and Opportunities	Zoom	Wednesday, 5, August 2020	101	Yetty Williams (Founder LagosMums & Digital Media Marketing Consultant) and Ibitayo Salami(Chief Client Officer, Ipsos Nigeria Ltd)



LAGOS BUSINESS SCHOOL

## ZONAL EVENTS

S/N	Event	Venue	Date	ATT.	Main Speakers
1	Productivity in a Strong Private Sector <i>(The Key to Jumpstarting Inclusive Growth in Nigeria)</i>	Best Western Plus Hotel, Ibadan	Thursday, February 6, 2020	11	Dr. Ojekwu Ozoemene
3	Using Statistic Model in projecting revenue increase. Funding growth of business operations during and after COVID	Zoom	Saturday, July 18, 2020	95	Mr. Babatunde Ogunsanwo: Founder of The FactBox TM company and Co-founder of Leadership-By-Data TM. and Miss Kelechi C. Nwagboso,
4	Building a thriving Business in a volatile environment	Chelsea Hotels, CBD, Abuja	Thursday, 20 February 2020	57	Gabriel Ogbeche, Group Managing Director Rainoil Limited
5	Managing Productivity and Finance in Unpredictable Time	Zoom	Thursday, 21 May 2020	125	Toyin Sanni, Group Chief Executive Officer, Emerging Africa Capital Group



- The M.Sc. in Film Production by the School of Media and Communication seeks to inculcate in students the knowledge and the skills required for a successful career in filmmaking or as an academic specialising in film.

## SCHOOL OF MEDIA AND COMMUNICATION

### PERSONNEL INFORMATION

	SUMMARY OF PERSONNEL DATA			
	Support Staff	Non Academic	Academic	Total
No. of Staff	3	15	27	45

### ON-GOING DOCTORAL PROGRAMMES BY SMC FACULTY

Name of Staff	Programme (Area of Specialisation)	University
Aifuwa Edosomwan	Media and Communication	Pan-Atlantic University
Temitope Falade	Media and Communication	Pan-Atlantic University
Emmanuel Nzeaka	Media and Communication	Pan-Atlantic University
Anthony Okeaguale	Media and Communication	Pan-Atlantic University

## PUBLICATIONS BY MEMBERS OF FACULTY

### Journal Articles

(Please note that items presented in previous annual reports do not appear below even if they were accepted during a previous session but were only published in the academic session 2019/2020)

Amah, M. (2020). Portrayal of Igbo Culture in the film adaptations of Things Fall Apart and Half of a Yellow Sun. *Critical Arts*, 34(4): 76-89.

Amah, M. (2020). Journalism, Democracy, and Human Rights in Zimbabwe, Bruce Mutsvairo and Cleophas T. Muneri (2019). *Journal of African Media Studies*, 12(2): 223 - 225.

Ehondor, B. A., & Ogbu, S. U. (2020). Personal data protection and Facebook privacy infringements in Nigeria. *Journal of Leadership, Accountability and Ethics*, 17(2), 142-156.

Falade, T. (2020). Globalization and the cultural/creative industries: An assessment of Nigeria's position in the global space. *Journal of Advanced Research in Social Sciences*, 2(2), 10-19.

Nwawuihe, D., & Ogbu, S. U. (2019). Role of Indomie's "Like No Other" campaign in cultivating pester power in the children of Eleko community, Lagos. *British Journal of Marketing Studies*, 7(5), 24-40.

Nzeaka, E.E., Ehondor, B.A.(2020).The imperative for a separate social media policy. *Journal of Management Policy and Practice*. 21 (4).

Okpara, N. (2020). From Habermas to Achebe: Ethical issues of political discourse in Nigeria's National Assembly (2015-2017). *African Renaissance*, 17, (3).

Okorie, N. (2020). Reality television, African identities and the Big Brother Africa show: An experiential Inquest. *Online Journal of Communication and Media Technologies*, 10(3).

Osah, J. & Pade-Khene, C. (2020) E-government strategy formulation in resource-constrained local government in South Africa, *Journal of Information Technology & Politics*. 17(4), 426-451.

Ogbu, S. U. (2019). Social media and effective public relations practice in Nigeria: Implications, challenges and strategies. *International Journal of Small Business and Entrepreneurship Research*, 7(4), 1-13.

Ogbu, S. U., & Ezech, F. (2019). Federal vs. state roads: Assessing the Influence of intergovernmental relations models on road maintenance in Nigeria. *European Journal of Business and Management Research*, 5(4), 1-8

Olupohunda, B. F., & Ogbu, S. U. (2019). Examining the role of Facebook in the dissemination of hate messages over the agitation for Biafra in Ikeja, Lagos. *International Journal of Social Science and Economics Invention*, 5(9), 142-155.

Ogbu, S. U. (2020). Book Review: The rhetorical legacy of Wangari Maathai, Eddah M. Mutua, Alberto Gonzalez And Anke Wolbert (Eds) (2018). *Journal of African Media Studies*, 12(1), 89–91.

Ogbu, S., & Udenta, J. (2020). Incentivizing performance of public enterprises in Nigeria through achievement-based personnel reward systems: A study of Enugu State housing development corporation(ESHDC). *Global Journal of Human Resource Management*, 8(3), 34-58.

Nwokeji, T. U., Ogbu, S. U. (2020). Influence of leadership style on team effectiveness: A study of selected Guaranty Trust Bank (GTB) branches in Lagos. *European Journal of Business and Innovation Research*, 8(7), 50-77.

Ogbu, S. U. (2020). Role of voter education in curbing electoral violence in the 2019 general elections in Enugu state, Nigeria. *Global Journal of Political Science and Administration*, 8(5), 24-38.

Oji,R.K.B & Nzeaka,E.E.(2020). Digital colonialism on digital natives: *Unizik Journal of Arts and Humanities*, 21 (1).

### Book Chapters

Ogbu, S. U. (2019). Leadership and education: essential skills for optimizing the performance of teachers in and out of the classroom. In R. K. Oji, *Communication in Education – A Handbook for Teachers* (pp. 88-113). Lagos: Pan Atlantic University Press.

Ogbu, S. U. (2019). Media role in the deconstruction, demystification, and de-escalation of stereotypes encumbering indigene/settler relationships in Nigeria. In D. Gambo, & H. Batta, *Communication, migration and social inclusion in Nigeria* (151-168). Uyo: African Council for Communication Education (ACCE, Nigeria).

Ogbu, S. (2020). New media technologies and childhood education for development purposes in Africa. In O. Oyero, *Media and Its Role in Protecting the Rights of Children in Africa* (pp. 19-38). Hershey, PA: IGI Global.

Okpara, N. (2020). Nollywood: Exploring the History and Indigenous Distribution Structure of the Igbos. O. Adeola (Ed), *Indigenous African Enterprise: the Igbo Traditional Business School (I-TBS)* (in print)

Okpara, N. (2020). Child Protection and Development in Nigeria: Towards a More Functional Media Intervention. In O. Oyero (Ed.) *Media and Its Role in Protecting the Rights of Children in Africa* (pp. 1-368). Hershey, PA: IGI Global.



- SMC marked the 2020 International Women's Day with a special edition of the 'Meet the Expert' Series. 'Meet the Expert' series is a forum that enables industry experts share career insights with full-time masters' students.

### Conference Presentations

Okpara, N. (2020). *Virtual Chat Groups in Nigeria and Inclusiveness Code of Conduct*. Tampere, Finland, : International Association for Media and Communication Research (IAMCR) IAMCR Online conference

### Major Events and Activities

#### International Women's day Celebration

SMC organised a special edition of the Meet the Expert Series to mark the 2020 edition of International Women's Day. The theme of the day was 'Building Effective Leadership in the Workplace: Enablers, Challenges, and Opportunities'.

Panelists included: Osayi Alile (CEO, Aspire Coronation Trust (ACT) Foundation), Funmi Omo (Managing Director at African Alliance Insurance Plc, Tokunboh George-Taylor (Managing Director, Hill+Knowlton Strategies Nigeria), and Dupe Akinsiun (Head, Leadership & Capabilities Center of Expertise at Coca-Cola Hellenic Bottling Company, Nigeria)

### Nollywood Studies Centre

The Nollywood Studies Centre of the School of media and Communication organised a series of events to engage with industry practitioners. Some of these events took place virtually.

- Film Screening and Conversation Session with Teco Benson
- Documentary Filmmaking Session with Ronke Macaulay,
- Conversation Session with Izu Ojukwu.
- Conversation Session with Zeb Ejiro.

#### Virtual events of the Nollywood Studies Centre

- Meet the Artist Webinar with Rita Dominic. - 5th May, 2020
- Meet the Artist Webinar with Ramsey Nouah. - 12th May, 2020



- *The pedagogy at the School of Media and Communication ensures that students are not only prepared for industries that exist today but also prepared for jobs that will emerge in the future.*

## PROGRAMMES

DEGREE PROGRAMMES	Total Enrollments	2020 Graduates
Mass Communication (B.Sc.)	217	35
Information Science and Media Studies (B.Sc.)	175	22
Full-time M.Sc. (Media and Communication)	42	42
Part-time M.Sc. (Media and Communication)	28	16
M.Sc. (Film Production)	11	4
<b>Total</b>	<b>473</b>	<b>119</b>

## NON-DEGREE PROGRAMMES

Programmes	Certificate Programmes	Seminars/Workshops	Custom Programmes	Conference	Total
Nº of Participants	33	49	210	40	<b>332</b>



### ***Managing Effective Communication strategies in the Nigerian Context- My experiences***

**Moderator**

Ms. Christy Cole – Anchor & Reporter CNBC Africa

**Panelists**

Mr. Adesola Adebawo – Manager, Communications, Chevron Nigeria and Mid-Africa

Mr. Emeka Oparah – Director, Corporate Communications and Corporate Social Responsibility, Airtel Nigeria

#### ***· Storytelling in Business***

**Moderator**

Mrs. Ifesinachi Okoli-Okpagu- Head, Marketing and Corporate Communications, The Tony Elumelu Foundation

**Panelists**

Mr. Maurice Ugwonoh- Creative Director, Noah's Ark Communications Ltd

#### ***· Making Presentation at Virtual Events: Best Practice (May 15, 2020)***

**Guest Speaker:**

Mr. Kenneth Esere (SMC Faculty and Director, SMC Media Unit)

### ***PARTNERSHIP***

#### ***Bill & Melinda Gates Foundation (BMGF)***

BMGF is in partnership with the School of Media and Communication (SMC) through the provision of a two-year grant for training Nigerian communication professionals (journalists). This initiative was developed as an academy titled Solutions & Data Journalism Academy (SDJA). The key content areas are Solutions Journalism, Data Journalism, Features Writing & Storytelling Skills. The Academy focuses on preparing journalists to be champions of development and solution providers in the task of Nigeria's nation building. It aims to turn the participants into advocates for change and development by getting them to promote solutions to the nation's numerous challenges. The grant period is from November, 2019 to October, 2021.



● Representatives of Association of Movie Content Owners and Producers/Marketers of Nigeria paid a courtesy visit to the Nollywood Studies Centre in March 2020.

### Visits to Nollywood Studies Centre by Industry Practitioners

Members of the Association of Movie Content Owners and Producers/Marketers of Nigeria (AMCOD), visited the SMC Nollywood Studies Centre at the invitation of the Dean, Dr. Ikechukwu Obiaya. The visit was to engage the practitioners on the workings of the industry and to explore areas of mutual interest and future collaborations.

The Association was represented by the President, Honorable Shola Awoleye, the Vice- President, Elder Adetunji Ojetola, and 2 other members.

### SMC Alumni Webinar Series

The SMC Alumni Relations Office organised a 7-day webinar series to foster significant engagement among SMC Alumni and industry leaders.

The webinars, which were broadcast through Zoom, centred on various topical issues in media and communication. The webinar addressed different topics, including:

#### · The future of work in the Digital Transformation

##### **Moderator:**

Mrs Obianuju Olorunmola  
(Marketing Communications Specialist at Vodacom Business Nigeria)

##### **Guest Speaker:**

Abasiana Idaresit (CEO, Wild Fusion)

#### · The Impact of Fake News on Brands

##### **Moderator**

Mr. Efosa Aiyebomwan- Head of Communications (West Africa) at Uber

##### **Panelists**

Mrs. Victoria Uwadoka (Corporate Communications and Public Affairs Manager at Nestlé Nigeria)

Mrs. Omotola Bamigbaiye-Elatuyi PhD (Head, Innovations at Guinness Nigeria Plc)

#### · Effective Leadership in uncertain Circumstance

##### **Moderator**

Mr. Yomi Owopo (Co-host of the TV show, Wake Up Nigeria)

##### **Panelists**

Mr. Steve Babaeko (CEO/Chief Creative Officer X3M Ideas)

Mr. Lampe Omoyele- Managing Director at Nitro121(Marketing and Advertising)

Mrs. Odunayo Sanya (Ag. Executive Secretary MTN Foundation at MTN Nigeria)

#### · Post COVID 19: Prospects of IMC in the New Decade (April 30, 2020)

##### **Moderator**

Mrs. Morayo Afolabi-Brown – TV Host, Your View

##### **Panelists**

Mr. Yomi Badejo-Okusanya – Group Managing Director, CMC Connect Limited (Perception Managers) & President, African Public Relations Association (APRA)

Mrs. Nkiru Olumide-Ojo – Executive Head, Marketing and Communications, PBB Africa at Standard Bank Group

Dr. Tendai Mhizha – Director, Innovation, and Growth at Publicis Groupe- Insight Redefini

Mrs. Bidemi Zakariyau-Akande – Founder LSF|PR and The Luxe Digest



## SCHOOL OF MANAGEMENT AND SOCIAL SCIENCES (SMSS)

### PERSONNEL INFORMATION

SUMMARY OF PERSONNEL DATA			
	Administrative	Academic	Total
No. of Staff	3	19	22

### ON-GOING DOCTORAL PROGRAMMES BY SMSS FACULTY

Name of Staff	Programme	University
NNANNA OSITA OLEDIBE	PhD (FINANCE)	UNIVERSITY OF GLASGOW
GODWIN UDDIN	PhD (ECONOMICS)	BABCOCK UNIVERSITY
HOPE AGBONROFO	PhD (ECONOMICS)	BABCOCK UNIVERSITY
AKUDO IJEZIE	PhD (INDUSTRIAL MATHEMATICS)	UNIVERSITY OF BENIN
OLALEKAN OLAYINKA	PhD (ACCOUNTING)	BABCOCK UNIVERSITY



- Students who obtain their B.Sc. in Accounting from the School of Management and Social Sciences have subject exemptions from accounting professional exams.

## PROGRAMMES

DEGREE PROGRAMMES	Total Enrolment	2020 Graduates
Accounting (B.Sc.)	99	22
Bus. Administration (B.Sc.)	116	14
Economics (B.Sc.)	143	13
<b>Total</b>	<b>358</b>	<b>49</b>

## DEVELOPMENTAL PROGRAMMES ATTENDED BY SMSS FACULTY

S/N	NAME OF FACULTY MEMBER	TITLE OF PROGRAMME	NAME AND LOCATION OF TEACHING INSTITUTION/ ORGANISATION	DATES/ DURATION OF PROGRAMME
1	Dr. Ekundayo Mesagan	International Conference on Business and Finance 2020 (ICBF 2020) (Online)	University of Ho Chi Minh City and the University of Leicester	
3	Prof. Perekuna Eregha	Business Environment, Competitiveness and Economic Growth in Africa.	AERC Biannual Conference	8th -11th June, 2020



## HONOURS AND RECOGNITION

Olaniyi Evans' article 'Connecting the Poor: The internet, mobile phones and financial inclusion'. published in *Digital Policy, Regulation and Governance*, was a winner in the 2019 Emerald Literati Awards.

Prof. P. B. Eregha has been appointed PhD Director for SMSS, and Director of Research for PAU.

Dr. Ekundayo Mesagan was awarded a thesis grant of \$3,000 by the African Economic Research Consortium (AERC). He was also appointed Research Fellow by the Institute of Business Research, University of Economics Ho Chi Minh City (Vietnam).

Dr. Oluwasola Oni has been appointed Dean of the School of Management & Social Sciences from 1st September 2020. She replaces Prof Chantal Epie who had been the founding dean from 2014 till date.

## PUBLICATIONS BY MEMBERS OF FACULTY

*(Please note that items presented in previous annual reports do not appear below even if they were accepted during a previous session but were only published in the academic session 2019/2020)*

### Journal Articles

Akinola, A.T., Akinsulire, F (2019) Investors' perception and profitability of listed companies: Evidence from Nigeria, *Journal of Accounting and Taxation* 11(9), 139-144.

Lleo, A., Agholor, D. & Ruiz, F. (forthcoming). *Tu & Co. Mentoring universitario*. Ediciones Universidad de Navarra.

Anetor, F.O. (2020). Financial Development Threshold, Private Capital Inflows, and Economic Growth: Evidence from sub-Saharan African Countries. *International Journal of Development Issues*, 19(1).

Anetor, F.O., Esho, E., & Verhoef, G. (2020). The impact of foreign direct investment, foreign aid and trade on poverty reduction: Evidence from Sub-Saharan African countries. *Cogent Economics & Finance*, 8(1), 1-14.

Ahmad, A.H., Aworinde, O.B. (2019). Revisiting the twin deficits hypothesis: New evidence from nonlinear tests, *Applied Economics Letters*.

Aworinde, O.B. (2019). The Abrams curve of government size and unemployment: Evidence from 13 African oil exporting countries. *Actual Problems of Economics*

Aworinde, O.B., Olayemi, H. O. (2020). Do unemployment changes have symmetric or asymmetric effect on Stock Prices in Nigeria? *Actual Problems of Economics*

Aworinde, O.B., Yinusa, O. G. & Williams, T. O (2020). Macroeconomic Policies and the Agricultural Sector in Nigeria: Evidence from Asymmetric Cointegration. *Actual Problems of Economics*

- Adekunle, S. A. and Dakare, O. (2020). Sustainable manufacturing practices and performance in the Nigerian table water industry: A structural equation modelling approach. *Management of Environmental Quality*, 31(4)
- Amole, B.B., Adebisi, S.O., Dakare, O. (2019). Markov chain analysis for predicting student academic performance and attrition rate in distance learning programme. *Journal of Research in National Development*, 17(1): 69-87.
- Edomah, N. (2020). Review of the book *The rise and fall of OPEC in the Twentieth Century*, by G. Garavini, *Energy*.
- Edomah, N. & Ndulue, G. (2020) Energy transition in a lockdown: An analysis of the impact of COVID-19 on changes in electricity demand in Lagos Nigeria. *Global Transitions*, 2, 127-137.
- Eregha, P., Egwaikhide & Osuji, E. (2020) Modelling exchange rate volatility in selected WAMZ countries: Evidence from symmetric and asymmetric GARCH models, *SPOUDAI Journal*, 70.
- Eregha, P. B., Mesagan, E. P. (2020). Oil resources, deficit financing and per capita GDP growth in selected oil-rich African nations: A dynamic heterogeneous panel approach. *Resources Policy*, 66.
- Oyenuga, G.O., Adebisi, S.O., Dakare, O. and Omoera, C.I. (2019). Knowledge sharing limitations among Academia: Analytic Network Process Approach. *Management of Organizations: Systematic Research*, 81(1): 39-54
- Odia, E. O. and Dakare, O. (2019). Determinants of customer satisfaction with female market intermediaries. *International Journal of Management, Economics and Social Sciences*, 8(1):20 – 39.
- Ikpesu, F., Akinola, A.T., & Ikpesu, O. (2020). Remittance flows and banking sector development in emerging markets: Do institutions matter. *The Journal of Transnational management*, 25.
- Mesagan, P. E., Yusuf, A. I., & Ogbuji, A. I. (2019). Natural resource endowment and output growth: How crucial is deficit financing in managing resource-rich African economies? *Journal of Social and Economic Development*, 21(2), 353-369.
- Mesagan, P. E., Ogbuji, A. I., Alimi, O. I. & Odeleye, T. A. (2019). Growth effects of financial market instruments: the Ghanaian experience. *Forum Scientiae Oeconomia*, 7(4), 67-82.
- Mesagan, P. E. & Adenuga, I. J. (2020). Efficiency of oil resource endowment, natural gas and agriculture output: Policy options for inclusive growth. *BizEcons Quarterly*, 8, 15-34
- Mesagan, P. E. & Olunkwa, N. C. (2020). Energy consumption, capital investment and environmental degradation: The African experience. *Forum Scientiae Oeconomia*, 8(1), 5-16
- Nwani, S., Kelikume, I. & Osuji, E. (2020) Does service sector growth cause agricultural and industrial development: A dynamic econometric approach *International Journal of Management, Economics and Social Sciences*, 9(2), 58 -75
- Okpe A. & Ikpesu, F. (2020). Effect of inflation on food imports and exports. *Journal of Developing Areas*
- Omorie, O.K., Olorin, S.A. & Ikpesu, F. (2020). Foreign exchange and the capital market dynamics: New evidence from non-linear autoregressive distributed lag model. *International Journal of Management, Economics and Social Sciences* 9(1), 1-23.
- Olayinka, O.M. (2019) Indirect costs and profitability of selected manufacturing companies in Nigeria. *Crawford Journal of Business and Social Sciences*, 9(2), 19-24.
- Jayeola, O., Onafowokan, O.O. & Olusola, D.J. (2019) Cross-listing and firms' performance: Evidence from Nigeria, *Acta Economica Et Turistica*, 5(2), 103 – 121.
- Ogbuji, I. A., Mesagan, P. E., & Alimi, Y. O. (2020). The dynamic linkage between money market, capital market and economic growth in Ghana: New lessons relearned. *Econometric Research in Finance*, 5, 59-78.



- Students are encouraged to engage in peer-to-peer learning to enrich their experiences in the University.

Osuji, E. (2020) "Intra-African trade and competitiveness in Africa", *Journal of Economics and Policy Analysis*, (5)1

Osuji, E. & Nwani, S. (forthcoming) "Achieving sustainable development goals – Does government expenditure framework matter?" *International Journal of Management, Economics and Social Sciences*.

Yusuf, I. A., Mesagan, E. P. & Amadi, A. N. (2020). Effect of financial deepening on stock market returns: The case of military and democratic post-SAP regimes in Nigeria. *BizEcons Quarterly* (6) 3-21.

Vincent, O. (forthcoming). Central Banks' response to inflation, output gap and exchange rate in Nigeria and South Africa. *Actual Problems of Economics*

## Book Chapters

Diji, C.J, Shittu, A.I., Dakare, O., Idusuyi, N. & Isaacs, F. (2019). Biomedical Engineering and Entrepreneurship. In T.S. Douglas (Ed), *Biomedical Engineering for Africa*. University of Cape Town Libraries.

Edomah, N. (2020). Regional development in Africa: An Overview, in Edomah, N. (Ed.), *Regional Development in Africa*. IntechOpen.

Eregha, P.B., Osuji, E, (forthcoming) The economics of growth fragility in Nigeria, In Dept. of Economics, University of Lagos *Dynamics of fiscal and monetary policies in ECOWAS countries*.

Oni, O. (forthcoming) Small and medium sized enterprises' engagement with social media for corporate communication. In M.A. Camilleri (Ed), *Strategic Corporate Communication in the Digital Age*. Emerald.

Oni, O. (2020) Challenges and opportunities of adopting ICTs in the humanitarian sector in Nigeria. In M.N. Islam (Ed) *Information and communication technologies for humanitarian services*. IET Publisher



- The library provides students and staff with access to over 9000 print resources and unlimited access to research databases such as EBSCO, ProQuest, JSTOR, and Emerald.

Osuji, E. (forthcoming) Structural and demographic fundamentals against the efficacy of monetary policy in Nigeria. In *Dynamics of Fiscal and Monetary Policies in Ecowas Countries*

Yusuff, K., Vincent, O. (forthcoming). Business ethics and social responsibility. In A. Ituma and N. Nkwor's (Eds) *Entrepreneurship: Perspective, process and practice*. AE-FUNAI Press.

### **Book Chapters**

Edomah, N. (2020). (Ed.), *Regional Development in Africa*. InTechOpen.

Edomah, N. (2020). *Electricity and Energy Transition in Nigeria*. Routledge.

Evans, O. (2020). *University Mathematics - Volume 1*. Evanz International

Evans, O. (2020). *University Mathematics - Volume 2*. Evanz International

Osuji, E. (2019). *Entrepreneurship and Small Business Development*. Unilag Press

### **Conference Papers**

Aworinde, O. (2019, August) *Macroeconomic policies and the agricultural sector in Nigeria: Evidence from Asymmetric Cointegration*. A paper presented at the African Review of Economics and Finance (AREF) Conference, Johannesburg.

Aworinde, O. (2019, September) *The Abrams curve of government size and unemployment: Evidence from 13 African oil exporting countries*. A paper presented at Biennial Conference of the Economic Society of South Africa (ESSA), Johannesburg.

Edomah, N. (2019, September) *Political dynamics of energy transitions in the global south: The case of Nigeria*. A paper presented at the Miasa Workshop on Governance of Sustainability Energy Transitions in the Global south, Accra, Ghana.

Eregba, P.B. (2019, December) *Asymmetric response of CPI inflation to exchange rates in Nigeria*. A paper presented at the AERC Biannual Research Workshop, Nairobi, Kenya.



● *The Enterprise Development Centre provides business development and support services to Small and Medium Enterprises (SMEs) in Nigeria.*

## ENTERPRISE DEVELOPMENT CENTRE (EDC)

### INTRODUCTION

The Enterprise Development Centre provides capacity building and support services to aspiring and established entrepreneurs across Nigeria in addition to developing the entrepreneurial mindset of students across Pan-Atlantic University. Increasingly, EDC is deepening its research and publication effort as well as evidence-based advocacy in the SME sector. Of particular note is the strategy of introducing corporate governance to SMEs, which is fundamental to attracting external financing for business growth.

Apart from the regular broad intervention in the SME space, EDC has been intentional in its focus on youth-led and women-led businesses. This reporting year magnifies such effort as EDC commenced the implementation of the Transforming Nigerian Youths programme in partnership with the MasterCard Foundation. The bringing together of the directors of enterprise centres' by the National Universities Commission is also having a positive impact in the area of peer-to-peer learning and experience sharing. A number of collaborations are already evolving, and the enterprise agenda through the Nigerian Universities is slowly becoming a reality.

### *Fostering Youth Enterprise Culture*

#### PAU Undergraduate Programme

EDC continues to take the responsibility of teaching the entrepreneurship course to second-year undergraduates of Pan-Atlantic University. The course culminates in an EXPO each year where the students exhibit their school ventures for a well-rounded experience in entrepreneurship. At this year's first-ever virtual expo held on Saturday, 4 July, 2020, 23 student groups were exhibited and a total of 525 attendees joined online. The students made a total of N503,279 even though the event was conducted virtually.



● The Development Bank of Nigeria (DBN) is in partnership with EDC to provide capacity building and intensive advisory sessions to 50 SMEs.

### Transforming Nigerian Youths Programme

The 'Transforming Nigerian Youths' is an initiative of the MasterCard Foundation. It is a catalytic programme that seeks to create a network of entrepreneurial and managerial change-makers particularly youth and women across the Micro, Small, and Medium Enterprises (MSMEs) sector in Nigeria, specifically in Lagos, Kano, and Kaduna States for employment creation and sustainable livelihoods.

The intervention involves the conceptualization, development, and facilitation of enterprise management training for young entrepreneurs and MSMEs in core business management skills with additional electives in agriculture and the creative industries. The intervention will provide additional support and professional services to the top 5% of the capacity-building beneficiaries with the potentials of creating at least five (5) jobs each; it will also offer market linkages and promotion for their products and services.

The objectives of the intervention are:

1. To transform the mindset of youth in Nigeria to become more entrepreneurial, and to equip them to be self-employed or intrapreneurs.
2. To develop the management capacity, facilitate market access and provide support services to existing MSMEs being run by young persons in such a way as to enable them to scale and create more jobs.

3. To deepen the entrepreneurial curriculum and methodology in selected higher education institutions across targeted states, thus ensuring a sustainable enterprise culture among staff and students.

4. To engage relevant stakeholders through advocacy to enhance opportunities for job creation for youth, especially young women and to re-orientate Nigerian youth to see jobs within the MSME space as dignifying.

Using an online learning approach, specific technical and enterprise management content is being developed by EDC, and they are made accessible to all beneficiaries of the programme. The programme will stimulate interest among young people by facilitating competitions and hackathons in agriculture and the creative industries. Sectoral events will provide the needed platform that will promote/engage young person's particularly women in agriculture and creative sectors. **200,000 jobs are expected to be created over the five years.**

### National Enterprise Challenge

The National Enterprise Challenge (NEC) is an initiative of the directors of entrepreneurship centres' across Nigerian Universities and is being supported by the National Universities Commission (NUC). NEC is geared towards improving the entrepreneurial mindset and motivating Nigerian university students to start and run ventures even while at school rather than looking for employment after graduation.

The challenge was launched virtually on 21st August, 2020 (the World Entrepreneurship Day), and applications were received till 30th September, 2020. The challenge was open to all current students irrespective of their field of study or level – undergraduate or postgraduate, full-time or part-time. Over 4,200 applications were received.

Selected entrepreneurs are to pitch at the regional level while the top winner from each region will compete in the Grand Finale during the Global Entrepreneurship Week. The various national and regional prizes amounting to over N4m were provided by Oxfam Nigeria, NUC, GEN Nigeria, and EDC of Pan-Atlantic University.

## Building Capacity of SMEs – It's a Continuous Investment

### Providus Bank SME Challenge

The Providus Bank SME Challenge was an initiative of EDC and Providus Bank, aimed at equipping small and medium enterprises (SMEs) with skills and competencies that the SMEs require to run their businesses profitably; defend sound and viable business proposals; ensure efficient funds utilization and trade; and promote access to markets. The goal was also to prepare the SMEs to access funding.

The SME Challenge was designed to provide capacity building for SMEs in 3 phases:

**Phase 1** - Capacity Building: 500 candidates were boarded onto the EDC Learn and are being trained at their pace online. They are also granted access to the SME toolkit resources – currently ongoing.

**Phase 2** - 50 candidates will be selected from the 500 candidates to receive additional business consultations from our pool of experts in residence.

**Phase 3** – The top 15 SMEs will be provided with a Customised Enterprise Development programme together with intensive business support.

In order to expand the number of beneficiaries being impacted, Providus Bank is also collaborating with the EDC on the Enterprise Stories radio programme, where successful entrepreneurs from our network share their stories and inspire others.

## Development Bank of Nigeria

In a bid to address the entrepreneurship and business management skill gaps of Nigerian micro, small, and growing businesses (MSMEs) and to enhance their access to finance, the Development Bank of Nigeria (DBN) renewed its partnership with EDC to provide a capacity building programme and intensive advisory sessions to 50 SMEs across Nigeria over a six month period. The programme is designed to equip SMEs with skills and competencies to defend sound and viable business proposals, improve their capacity to access the available credit, and improve their capacity for efficient funds utilization, trade, investments, and access to markets. The first run was concluded in February 2020 while the second run kicked off in August 2020.

### Healthcare Management Programme:

The Health Management programme is a 5-week blended programme spread across 4 months. The programme aims at bridging the gap between medical practice and business management by equipping healthcare professionals/enthusiasts with the entrepreneurial skills required to successfully manage healthcare business. The HMP usually runs twice a year. In the current reporting year, 33 healthcare practitioners and enthusiasts were trained in HMP 3 & 4 cohorts.

### Tosin Anibaba Memorial Fund (TAMFUND)

The Tosin Anibaba Memorial Fund (TAMFUND) programme is a grass-roots programme sponsored by the Odunjinrin family as a direct response to the problem of unemployment/underemployment of Nigerian youths. The TAMFUND was designed for start-ups and early-stage entrepreneurs in Nigeria to promote the growth of 50 Micro Enterprises (MEs) in Nigeria through capacity building and funding. In this reporting year, of the 50 MEs that were trained, four of them won a seed grant of N500,000 each.

### Continuous Learning:

In line with the EDC mission, various platforms were made available to its members for continuous learning. All were free or sponsored by our partners.

- i. In January, EDC organized economic outlook for its members in Lagos and Abuja, focusing on the 2020 budget, policies and incentives for SMEs. This was aimed at ensuring that they were kept abreast of all Government policies and programmes.
- ii. ARM Investment Management sessions were held in Lagos, Abuja and Port Harcourt. The purpose of the session was to enlighten EDC members on the importance of financial planning and its implication on their businesses.



● A view of the interior of the Enterprise Development Centre building at the Lekki Campus.

- iii. The training on Facebook and Google continued in this reporting period. The focus continues to be on digital marketing and e-commerce using these tools and platforms to grow their businesses.
- iv. The EDC Alumni day - Due to the COVID-19 pandemic and the restriction on large physical gatherings, the EDC annual conference was replaced with the virtual EDC Alumni day event which took place on the 18th of September, 2020. The theme of the event was 'Digital Transformation & Future of SMEs.

The virtual event had in participation hundreds of business founders, start-up enthusiasts, corporates, angel investors, VCs, public and private sector representatives, and the media. The event provided a great opportunity for online interactions, and it also gave insights into the latest trends in business. New strategies were learnt from the various sessions, which spanned from building business resilience in a digitally transformed world to cybersecurity to entrepreneurship growth advocacy. Participants were also exposed to funding initiatives that could help to cushion the effect of the pandemic on businesses. 889 participants were in attendance.

## INCREASING OUR SUPPORT TO SMEs

### *EDC Alumni Access to Finance, Market and Additional Resources*

In order to enhance our SME platform to facilitate access to finance, markets, and additional resource, EDC provided the following:

- a. On-boarded 100 EDC members to Sterling Bank's 'Alt-Mall' portal.
- b. Supported over 400 EDC members in accessing finance under the Agribusiness Small and Medium Enterprises Investment Scheme (AgSMEIS) and COVID-19 intervention fund by the Federal Government of Nigeria through NIRSAL Microfinance Bank.

### *Oxfam Novib*

The partnership between EDC and Oxfam Work-in-Progress project is currently in its fifth year. The objective of the Oxfam programme is to build the institutional capacity of selected businesses with high social impact, especially those in the agriculture and light manufacturing sectors, amongst others. The differentiating aspect of this programme is that the capacity of the key staff of the enterprise (3-4) is built up alongside that of the entrepreneurs/promoter.

To help SMEs achieve their full potential, consultants in various fields (HR, Marketing, Strategy, etc.) were attached to these SMEs to help the whole organization craft and implement their growth strategies. One shining example is "So Fresh," which has already attracted foreign direct investment, growing its network of outlets and consequently creating jobs.

In addition to the impact which the programme is well known for, there is an increasing focus on circularity. A number of the programme alumni such as "Padup" in Minna and "Jaebee" in Otta are already benefitting from embedding circularity in their business model. The programme is also supporting the development of BDS providers in Northern Nigeria to expand SMEs' access to qualified providers.

The Work-in-Progress project by Oxfam is being implemented in Nigeria, Somalia, Uganda, and Vietnam

### **Standardizing BDS Services**

In the last 17 years, the provision of business development services (BDS) to our members and on specific projects such as Goldman Sachs 10,000 women, World Bank Women-X, Oxfam Work-in-Progress, etc. have evolved, and EDC has codified such learning. The task of supporting SMEs across Nigeria, however, remains a herculean task especially as SMEs do not know the capacity of various BDS providers and the quality of their services. EDC had the support of the Small and Medium Enterprise Development Agency of Nigeria (SMEDAN), the government agency responsible for SME policy development, enabling of the business environment and public sector support in Nigeria. With this support, EDC's capacity was further strengthened in this space, and it became one of the two accredited institutions to train BDS providers in Nigeria. So far, 70 BDS providers have been trained and have gone through the accreditation process, which has been categorized into three levels – beginners, associates, and professionals.

### **Expert-In-Residence (EIR) Sessions**

These are business clinics during which SMEs can consult with our experts that specialise in various aspects of business management. In hourly session, the challenges being faced by SMEs are diagnosed and solutions proffered. EIR is now an integral part of our flagship certificate programme (CEM). We however offered it as a service on a number of our projects. As a result of the pandemic, EIR is now being conducted both physically and virtually. This has enabled us to reach out to SMEs outside Lagos and Abuja where we have traditionally conducted such sessions. In the period under review, over 600 EIR sessions were conducted.

### **Network Meetings**

Networking is at the core of EDC's strategy of ensuring continuous education and the building of our members' net worth. Consequently, EDC organizes a series of network meetings for its members periodically. Prior to the breakout of Covid-19, twenty network meetings were held across our various hubs before switching to virtual sessions during the lockdown. In all, a combined attendance of over 4,000 was recorded for the period.

### **EDC Radio Programmes**

As part of its service to the community, EDC continues to run a weekly radio programme - 'Enterprise Stories' on Inspiration 92.3 FM. The programme, which has been aired over the last 5 years, is aimed at increasing SMEs' access to entrepreneurial "live case studies" as well as inspiring them from the stories of others. In addition, the programme serves as a promotional tool for the SMEs being featured. During the Global Entrepreneurship Week (GEW 2019), which was held in the 3rd week of November 2019, access to the programme was expanded to Uyo, Ibadan, and Abuja. In the meantime, EDC continues to expand its partnerships to increase SMEs' access to the programme.

### **COVID-19 Pandemic Impact**

The outbreak of the Covid-19 pandemic had an impact on the majority of our members. Revenues dropped significantly, and many were unable to meet their payroll obligations. From April through September 2020, EDC provided support in multiple ways to our members. This included weekly webinars on various topics such as building resilience, going digital, cash flow management, reinventing the business model, etc. Over 2,500 persons attended such webinar series. In addition, virtual visitations were made to a number of these members, counselling and advising them on how to thrive during the pandemic. A few also got Covid-19 funds through NIRSAL Microfinance Bank. We also encouraged peer-to-peer support throughout the period.

### **GOING STRONGER ON GENDER International Women's Day**

Every year, on the 8th of March, women are celebrated globally. EDC keyed into the year's theme titled "An equal world is an enabled world - #EachForEqual" to provide a networking opportunity for women in view of possible collaborations, and continued growth in all works of life. To mark the celebration, EDC held mini-conferences across five locations (Lagos, Abuja, Enugu, Port Harcourt, and Akwa-Ibom) with experienced speakers. Over 300 women participated at the IWD events across the five locations.

## **Cherie Blair Foundation for Women**

EDC in a collaborative venture with Cherie Blair Foundation for Women and the ExxonMobil Foundation designed the Road to Growth (R2G) programme. The programme is aimed at building the business skills and financial literacy of women entrepreneurs in Nigeria. The programme was piloted in Nigeria in 2015-2016 and has run twice since then. Now in its third run (R2G3), the programme is being implemented in two phases. The first phase entails having over 10,000 women learn, network, and access support opportunities through a mobile learning app called 'HerVenture'; the second phase involved the selection of 250 women out of the over 10,000 that downloaded and learnt through the mobile app. The 250 will go through financial literacy and investment readiness training over six weeks across three different locations in Nigeria. The programme has also been launched in Mexico and Kenya, incorporating learnings from Nigeria.

## **Standard Chartered (SC) Women in Tech Incubation Programme**

SC Women in Tech Incubation (WITI) programme was designed as a 3-tier programme with an emphasis on active learning and support for the participants. It was a 4-month immersion programme aimed at building the capacity of women in tech to start and run a business effectively. Although participants were drawn from various sectors, the common denominator was using tech-for-business. The programme, which is currently in its second cycle, introduces participants to corporate governance in addition to the incubation and other wrap-around services being provided.

## **EDC Alumni Footprints - A Reflection of Our Impact**

Within this reporting period, EDC members received various awards and recognition from reputable organizations. Some of the recipients are:

1. Emeka Nwachinemere, the founder of Kitovu, was one of the three Nigerians to win the UK Royal Academy Africa's prize. Kitovu is an agric-tech startup that uses emerging mobile technology to create market access for African farmers while engendering traceability of farm produce. Emeka also founded Livingstone Mega Industries, an agricultural, processing, and consultancy company.
2. Emmanuel Onoja, founder of Onojaz Foods and a graduate of Business Administration at Pan-Atlantic University, was one of the four winners of the five hundred thousand Naira (N500, 000) grant by Tosin Anibaba Memorial Fund (TAMFUND). Onojaz is a fast-food company that offers good quality and affordable alternative meal

options for customers in Pan-Atlantic University, Ibeju-Lekki campus. There are plans to expand to other parts of Lagos. He won the Pan- Atlantic University entrepreneurship award of the year in the year 2019.

3. Two EDC Alumni, Sola Babatunde, CEO, OSC College of Fashion, and Cynthia Tule-Okochu, CEO, Adirelounge, were featured on the front cover of [@hautefashionafrica](http://hautefashionafrica.com). OSC One Stop Celebration is a certified company that offers consultancy, garment production and a Pan-African fashion training college with its clothing line. Adire lounge is a hand-dyed textile company that creates unique custom fabrics and also empowers women and youth in rural communities

4. In 2020, one of the EDC alumni, Honourable Femi Bolaji was inaugurated as the Special Adviser on Culture and Tourism for Kogi State. An alumnus and a life member, Commodore Omatseye Nesiamo (rtd.), was appointed as the Co-Chair Ministerial Implementation Committee on Restoration of the National Stadium Lagos.

5. One of the EDC alumni, Ehime Akindele, CEO of Sweet Kiwi, launched her yogurt product line at Whole Foods Market in the United States of America. Whole Foods Market Inc. is an American multinational supermarket chain headquartered in Austin, Texas.

Beyond making us proud, these alumni are bringing to life the EDC mission through their works and footprints. Slowly, we are building a network of entrepreneurial leaders.

## **PUBLICATIONS BY EDC STAFF**

*(Please note that items presented in previous annual reports do not appear below even if they were accepted during a previous session but were only published in the academic session 2019/2020)*

### **Book Chapter**

Bamkole P., Ibeku S. (2020) Entrepreneurial Universities: A Case Study of the Pan-Atlantic University, Lagos, Nigeria. In S. Adesola, S. Datta. (Eds) *Entrepreneurial Universities – Creating Institutional Innovation in Times of Turbulence*. Palgrave Macmillan.

### **Case Study contribution in the book**

Bamkole P. (2020) A gender empowerment initiative at the Enterprise Development Centre of Pan-Atlantic University, Nigeria. In: Halkias, D., Neubert, M., et al. (Eds) *The Innovative Business School - mentoring today's leaders for tomorrow's global challenges*. Routledge Focus.

## Sector Report

Impact of Covid-19 on Micro, Small and Medium-sized Enterprises in Nigeria. May 2020. Enterprise Development Centre, Pan Atlantic University. <https://edc.edu.ng/Impact-of-covid-report.pdf>

## Conferences

From September 22 – 24, 2020, two EDC staff participated in the first-ever virtual Aspen Network of Development Entrepreneurs (ANDE) Annual Conference. With almost 250 participants across 148 organizations and 42 countries, the conference focused on four thematic pillars: gender equality, climate and environmental action, decent work and economic growth, and diversity and equity in action.

## Honours, Appointments and Recognitions to Staff

**Peter Bamkole** – Appointed by Lagos State Governor into the Lagos State Science, Research and Innovation Council (LASRIC) - January 2020

- **Peter Bamkole** - The Chairman, Nigerian Climate Innovation Council

- **Peter Bamkole** - Chairman, National Enterprise Challenge (under the auspices of Directors of Enterprise Centers & Nigerian Universities Commission)

## Programme Participation

S/Nº	Programme	Nº of Participants
1	Certificate in Entrepreneurial Management (CEM 48)	52
2	Certificate in Entrepreneurial Management (CEM 49)	27
3	Certificate in Entrepreneurial Management (CEM A21)	33
4	Entrepreneurial Re-integration programme for Naval officers	24
5	Health Management Programme (HMP) 3	15
6	Health Management Programme (HMP) 4	18
7	Road to Growth Programme (R2G 2)	150
8	OXFAM Work-in progress! (Oxfam 4)	60
9	OXFAM Work-in progress! (Oxfam 5)	68
10	Development Bank of Nigeria Entrepreneurship programme	50
11	Standard Chartered (SC) Women in Tech Incubation Programme	10
12	Tosin Anibaba Memorial Fund (TAMFUND)	50
13	Scaling and Sustainability of School training 1 & 2	61
14	Growth Enterprise Programme (GEP) 3	24
15	Growth Enterprise Programme (GEP) 4	17
16	Business Development Service Provider training (Beginners and Associates)	70
17	Workshops (ARM Management sessions; Economic Outlook, Masterclass trainings, Facebook & Google training, Global Entrepreneurship Week (GEW) International Women's Day (IWD)	2000
	<b>TOTAL</b>	<b>2,729</b>



● In addition to capacity-building programmes, EDC provides a variety of services such as Business Advisory, Mentoring, Networking Meetings, Access to Market & Information, Experts-in-Residence, retreats, and implementation of organisational plans.

## PERSONNEL INFORMATION

SUMMARY OF PERSONNEL DATA				
	Professional/Administrative	Academic	Support	Total
No. of Staff	21	3	8	31

### STAFF DEVELOPMENT

#### Programmes attended by EDC Staff

1. Peter Bamkole and Nneka Okekearu - Certification by IFC & Learning Performance Institute
  - a. TPMA Certified Assessor April 2020
  - b. Certified Master Trainer June 2020
2. Peter Bamkole – Successful Case Teaching: Online and In-class in September 2020
3. Graham Ekoh - Commenced his Modular MBA programme at the Lagos Business School, Pan-Atlantic University in January 2020
4. Olayinka Oguntola and Chinedu Eziukwu attended the Tableau for Data Analytics and Visualization at Eko Innovation Centre in February 2020.
5. Halima Rabi and Stanley Ibeku attended the Monitoring and Evaluation Course at Galilee International Management Institute in August 2020.
6. Weyinmi Smith and Yinka Oguntola – commenced Project Management course at Galilee International Management Institute in September, 2020

### Notable Guests

- \_ **Bode Abifarin** -COO, Flutterwave
- \_ **H.E. Otunba Adeniyi Adebayo** - Hon Minister of Industry, Trade and Investment
- \_ **Mrs Ibukun Awosika** – Chairman, Board of Directors, First Bank of Nigeria Limited
- \_ **George Babafemi** - Executive Director, Etranzact Limited, Ghana
- \_ **Mr Tonye Patrick Cole** - Co-founder and former Group Executive Director of Sahara Group
- \_ **Van Weijen Jan** - Consul General, Kingdom of the Netherlands in Lagos
- \_ **Titilope Oguntuga** - Head Sustainable Development & Brand Lafarge Plc
- \_ **Olukayode A. Pitan** - MD/CEO, Bank of Industry
- \_ **Hon Adetola Salau** - Senior Special Assistant STEM Education at Lagos State Government



● The Institute of Humanities is an academic service unit of the university that ensures all-round education for all students.

## INSTITUTE OF HUMANITIES (IOH)

### Summary of Personnel Data

	Administrative	Academic	Total
Total N <sup>o</sup> of Staff	1	8	9

### Faculty Development

#### On-going Doctoral Programmes by IoH Faculty

Name of Staff	Programme (Area of Specialisation)	University
Ify Awagu	Media and Communication	Pan-Atlantic University
Usochi Ilozumba	Government and Culture of Organizations	University of Navarra, Pamplona, Spain
Celestine Kezie	Metaphysics and Philosophy of Media Communication	University of Ibadan
Andrew Onwudinjo	Ethics	University of Lagos
Adaorah Onaga	Anthropology and Ethics	University of the Holy Cross, Rome



## PUBLICATIONS BY MEMBERS OF FACULTY

(Please note that items presented in previous reports do not appear below even if they were accepted during a previous session but were only published in the academic session 2019/2020)

### **Journal Articles**

Onaga A. & Ogunyemi, O. (2019) Autobiography and chronic pain: Reflections on the unity of the body and the soul, *Forum: Acta Philosophica*, 5 (1), 233-249.

### **Book Chapters**

Ilozumba, U. (2020). The home as the primary source of intellectual development: From a phenomenological and anthropological perspective. In M. G. Abdelmonem, & A. Argandoña (Eds.), *People, Care and Work in the Home* (1st ed., p. 279). Abingdon-on-Thames, UK: Routledge.

Ogunyemi O., Onaga, A. (2020). Self-Leadership and neuroscience perspectives. In S. Dhiman (Eds.) *The Palgrave Handbook of Workplace Wellbeing*. Springer.

**Ogunyemi O.**, Mansi M., & Azab S. (2020). Creativity, initiative and innovation in ancient Egypt and the contemporary workplace ethics. In K. Ogunyemi (Eds.) *African Virtue Ethics Traditions for Business and Management*. Edwards Elgar Publishing.

Ogunyemi K., & **Ogunyemi O.**, Authentic leadership: Leading with purpose, meaning and core values. In S. Dhiman, & J. Marques (Eds.) *Positive leadership and change: A practical guide for workplace transformation*, Springer (2020).

### **Conference Papers**

Ilozumba, U. (2020, June). *A critical analysis of Chimamanda Adichie's feminist manifesto: Suggesting a different alternative to black African feminism*. A paper presented at the 2020 Feminism Seminar Series

Ilozumba, U. (2020, July). *Feminism, A Relic of History or A Need? Unmasking a New Standpoint to Difference* Feminism's View on Women. A paper presented at the 2020 Feminism Seminar Series.

Kezie, C. (2020, August). *The ontological foundation of human dignity and human rights*. A paper presented at the 2020 Webinar on Protecting Human Dignity in Human Rights.

Wallace, I. (July, 2019). *Biologics Research - A service to the Human Person and Society*. A paper presented at the First International Conference on Biologics Research and Development.



## YEMISI SHYLLON MUSEUM OF ART (YSMA)

### MISSION STATEMENT

“The mission of the Yemisi Shyllon Museum of Art at Pan-Atlantic University is to be a teaching museum that serves the university and the whole of Nigeria by preserving and providing access to the exceptional art collection entrusted to the museum by Prince Shyllon, by advancing knowledge about Nigerian art and by offering exhibitions and educational programmes that engage diverse audiences and help them learn about art and through art.”

### YSMA VISION

The YSMA is an interdisciplinary educational instrument of PAU at the service of the university and local communities, through the experiential engagement with visual art objects by means of thematic exhibitions and educational programmes. The YSMA aims at helping university and local audiences discover the enriching value of art. To use the power of art to enrich lives. We believe the university art collection can help in the process of personal development towards a greater human fulfillment

### GOVERNANCE, MANAGEMENT & ADVISORY STRUCTURE

The Yemisi Shyllon Museum of Art (YSMA) is a unit of the PanAtlantic University. As such, its governance, management, and advisory structures are integrated into those of the University.

They follow the constitution, policies, and regulations of the university and they follow the terms and conditions stipulated in the agreement between the University and Prince Yemisi Shyllon for the establishment of the Museum of Africa.

- a. Pan-Atlantic University, through its University Management Council (UMC), is responsible for the administration of the museum.
- b. Strategy and Governance of YSMA-PAU is the responsibility of the Museum Supervisory Council (MSC).
- c. Day-to-day operational management is carried out by the Museum Director (MD) with the help of the Museum Management Team and other Museum staff.
- d. The Advisory Board (AB) has an advisory and advocacy role.
- e. The Association of Friends of the YSMA provides financial support to the museum.



Artworks currently on display at the Yemisi Shyllon Museum of Art



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