



**PAN-ATLANTIC  
UNIVERSITY**



# **2022/23 ANNUAL REPORT**





# *About*

# Pan-Atlantic University

Pan-Atlantic University is a Nigerian institution that aims to provide a well-rounded education for the human person. The University's Mission Statement is: "to form competent and committed professionals and encourage them to serve with personal initiative and social responsibility the community in which they work, thereby helping to build a better society in Nigeria and Africa at large."

Pan-Atlantic University contributes to national development through the provision of academic programmes that are relevant to the needs of the country. The University is open to everyone regardless of nationality, race, sex, religion, or ethnic group. The curricular activities of the University are part of a wider all-round formation which is provided in the University.



## GOVERNANCE

### BOARD OF TRUSTEES

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. Prof. Emmanuel Obikili
3. Dr Imelda Wallace
4. Mrs Mary Agbomma Agbu
5. Engr Maurizio Fattarelli
6. Dr Nkechi Asogwa
7. Prof. Olusola Kushimo
8. Prof. Stephen Afolami

### 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 particular importance for the long term future of the University have to be approved by the Governing Council. Find below the members of the Governing Council:

1. Mr H. Odein Ajumogobia, SAN, OFR -Chairman/ Pro-Chancellor
2. Professor Enase Okonedo - Member/Vice-Chancellor
3. Professor Chantal Epie - Member
4. Professor Chris Ogechi - Member
5. Mrs Clare Omatseye - Member
6. Ms Dolapo Afolami - Member
7. Mr Donatus Ogbuie - Ex-officio Member/Bursar
8. Mr Elias Igbinakenzua - Member
9. Mrs Ibukun Awosika - Member
10. Mrs Irene Osamor - Member
11. Mr Kingsley Ekwem - Member
12. Mr Kingsley Ukaoha - Registrar/Secretary to Council

13. Mrs Mary Agbu - Member
14. Mr Muhammad Ahmad - Member
15. Chief Sena Anthony - Member
16. Professor Yakubu Ochefu - Member

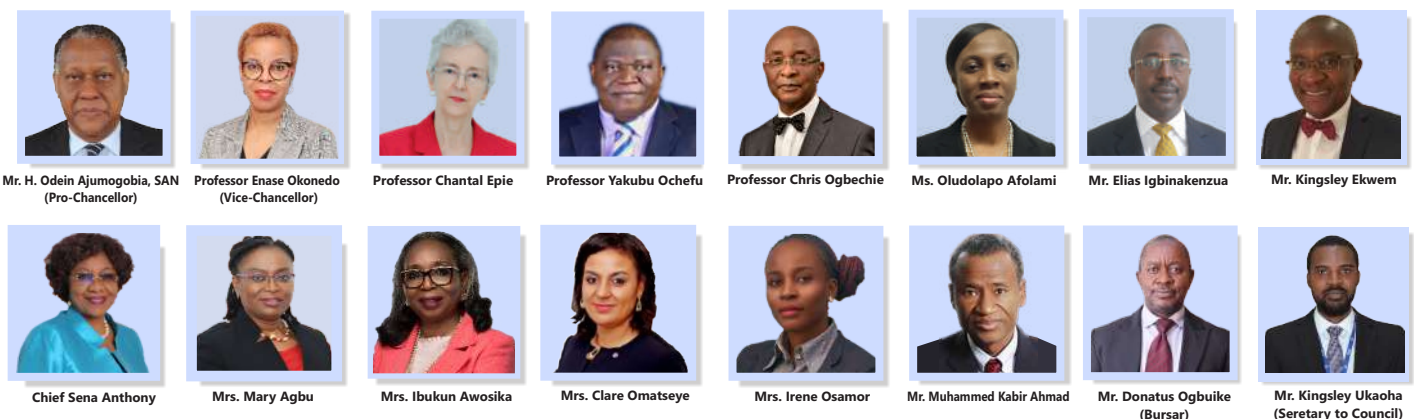
### PAN-ATLANTIC UNIVERSITY SENATE

The University Senate is the body responsible for the organisation 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. Enase Okonedo - (Vice-Chancellor and Chairman of Senate)
2. Dr Adaora Onaga
3. Prof. Akintola Owolabi
4. Prof. Bright Eregba
5. Prof. Chantal Epie
6. Mrs. Chinonye Nwosu
7. Prof. Chris Ogbechie
8. Dr Darlington Agholor
9. Dr Ikechukwu Obiaya
10. Dr Jess Castellote
11. Prof. Juan Elegido
12. Mr Kingsley Ukaoha - (Registrar / Secretary to Senate)
13. Dr Ngozi Okpara
14. Dr Norbert Edomah
15. Prof. Olawale Ajai
16. Prof. Olayinka David-West
17. Dr Olusegun Vincent
18. Dr Olusola Oni
19. Prof. Onafowokan Oluyombo
20. Dr Pius Onobhayedo
21. Mrs. Rosemary Okolo
22. Prof. Uchenna Uzo

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



## 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. Enase Okonedo - Vice Chancellor
2. Prof. Chris Ogbegie - Dean, Lagos Business School
3. Dr. Darlington Agholor - Dean, School of Science and Technology
4. Mr Donatus Ogbuie - Bursar
5. Mr Kingsley Ukaoha - Registrar
6. Dr. Ikechukwu Obiaya - Dean, School of Media and Communication
7. Mrs Nneka Okekearu - Director, Enterprise Development Centre
8. Dr. Sola Oni - Dean, School of Management and Social Sciences
9. Dr. Peter Bamkole - Chief Operating Officer

## 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.

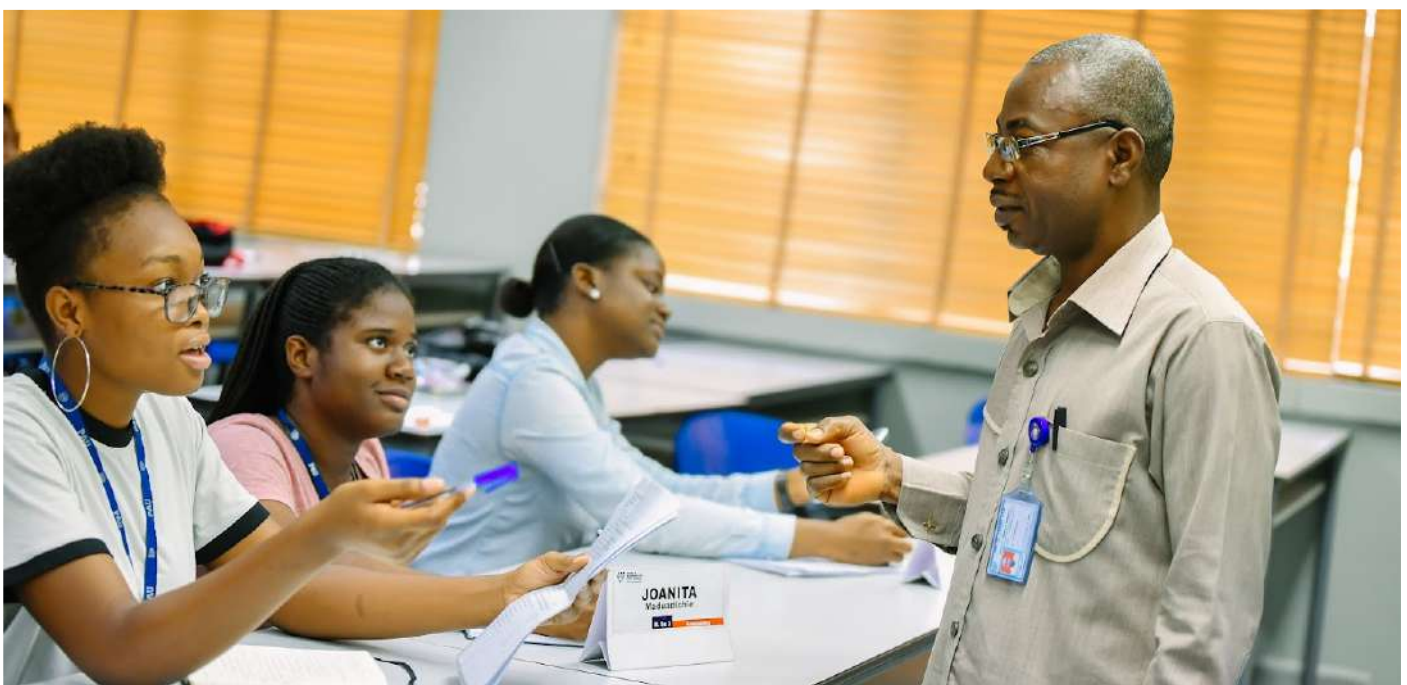
The University aims at nurturing individuals who are professionally competent, creative and enterprising, zealous for the common good and able to make free and morally right decisions and who thus act as positive agents of change in service to society.

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)





## SCHOOLS



### LAGOS BUSINESS SCHOOL

Lagos Business School (LBS) 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 many 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.

### SCHOOL OF MEDIA AND COMMUNICATION

Pan-Atlantic University instituted the School of Media and Communication (SMC) to recognise 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 Information Science and Media Studies, full-time and part-time M.Sc. programmes, and a PhD in Media and Communication. SMC also offers seminars, workshops, and certificate programmes for professionals.



## SCHOOLS



### SCHOOL OF MANAGEMENT AND SOCIAL SCIENCES

School of Management and Social Sciences (SMC) aims to deliver economic and business education relevant to the rapidly evolving global environment.

SMSS currently runs B.Sc. programmes in Accounting, Business Administration, Economics and Finance and a doctoral programme in Management.

### SCHOOL OF SCIENCE AND TECHNOLOGY

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

The school offers a B.Sc. programme in Computer Science, two B.Eng. programmes in Electrical/Electronic Engineering and Mechanical Engineering, and an M.Sc. in Data Science.





## UNITS



### ENTERPRISE DEVELOPMENT CENTRE

The Enterprise Development Centre (EDC) has the mission of providing business development and support services to small and medium enterprises (SMEs) in Nigeria. It provides capacity-building programmes and various 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 succeeded in impacting over 170,000 Nigerian entrepreneurs in the last twenty 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. The service has over 98,000 registered users.





## UNITS

### INSTITUTE OF HUMANITIES

The Institute of Humanities is an academic service unit of the University. Given the importance that Pan-Atlantic University gives to providing an all-round education for all students, all undergraduate programmes in the University contain at least 40 credit hours devoted to providing a broad liberal education. Having a unit dedicated to organising and providing these courses guarantees that this aspect of our students' education is given the attention and priority it deserves.

The Institute's staff members 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.



### YEMISI SHYLLON MUSEUM OF ART

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

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

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



## **UNIVERSITY CAMPUSES**

Pan-Atlantic University currently operates two campuses.

- The Main Campus is located at Km 52, Lekki-Epe Expressway.
- The Lekki Campus is located at Km 22, Lekki-Epe Expressway.

### **MAIN CAMPUS**

The University's main campus occupies a 100-hectare piece of land in Ibeju-Lekki, Lagos State. On 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.



### **LEKKI CAMPUS**

Our Lekki campus occupies an area of 10 hectares and is located near Ajah, Lagos. This campus is the site of the Lagos Business School and the Enterprise Development Centre.





**PAU IN NUMBERS**  
**Summary of Research Output by PAU Faculty**

S/N	Programmes	2022/23 Session
1	Journal Articles	92
2	Books	12
3	Book Chapters	58
4	Conference Papers	17
5	Cases	21
	<b>Total</b>	226

	<b>No of Students/ Participants 2022/23 Academic Year</b>	
Units	Degree Programmes	Non-Degree Programmes
Lagos Business School	332	1,441
School of Media and Communication	534	212
School of Management and Social Sciences	484	
School of Science and Technology	356	
Enterprise Development Centre		13,022
<b>No of Students/ Participants</b>	1,706	14,675
<b>No of full-time faculty</b>	119	

**PERSONNEL INFORMATION**

<b>SUMMARY OF PERSONNEL DATA</b>				
Total No of Staff	Support	Professional	Academic	Total
	231	268	119	619





## CONTENTS

<b>1.</b>	<b>From the Vice-Chancellor .....</b>	<b>13</b>
<b>2.</b>	<b>The University</b>	
	Student Affairs.....	19
	Activities and Engagement .....	26
	PAU Press.....	27
	Career and Internship.....	28
<b>3.</b>	<b>Lagos Business School (LBS)</b>	
	Ranking.....	34
	Publications by Faculty.....	35
	MBA Programmes.....	41
	Non Degree Programmes.....	42
	Sustainability Centre.....	43
	Corporate Social Responsibility Initiative.....	44
<b>4.</b>	<b>School of Media and Communication (SMC)</b>	
	Personnel Information.....	52
	Publications by Faculty.....	53
	Programmes.....	55
	Major Events and Activities.....	58
	Nollywood Studies.....	58
<b>5.</b>	<b>School of Management and Social Sciences (SMSS)</b>	
	Degree Programmes.....	60
	Publications by Faculty.....	61
	Training and Conferences.....	63
<b>6.</b>	<b>School of Science and Technology (SST)</b>	
	Personnel Information.....	64
	Publications by Faculty.....	65
	Accreditations and Rankings.....	65
	Grants.....	65
<b>7.</b>	<b>Institute of Humanities (IOH)</b>	
	Personnel Information.....	66
	Major Events and Activities.....	67
	Corporate Social Responsibility.....	67
<b>8.</b>	<b>Enterprise Development Centre (EDC)</b>	
	Introduction.....	72
	Transformation Nigerian Youths Programme.....	73
	Research at EDC.....	76
	Publications by the centre.....	77
	Personnel Information.....	78
<b>9.</b>	<b>Yemisi Shyllon Museum of Art (YSMA)</b>	
	Publication.....	78
	Scholarship.....	81
	Personal Information.....	81



...from the  
**Vice-Chancellor**

The 2022/2023 academic session was filled with memorable achievements and events that we are excited to share with you. I am delighted to see the University make progress in the attainment of our 5-year strategic plan, which is centred on five pillars: Teaching and Learning, Research and Scholarship, Infrastructure, People and Culture, and Community Engagement. I will highlight a few of our accomplishments here, starting with the Teaching and Learning pillar.

Our vision for the Teaching and Learning pillar is to provide students with a truly transformative educational experience through outcome-based learning. I am thrilled to announce that we have achieved this goal this year, as our students have completed outcome-based projects that showcase their ingenuity and resourcefulness. These projects include an automated attendance system, examination timers, and solar light systems. In addition to this, our 300-level students on the IOTRONICS team from the School of Science and Technology have set an inspiring example of what can be achieved with innovation and teamwork. Their impressive performance at the Pan-African Robotics Finals in Senegal, where they secured 6th place amongst 100 participants from different countries across Africa, is a testament to their dedication and hard work.

The University remains committed to providing a holistic education framework that gives our students an edge over their peers. This year, our student leaders were chosen to participate in an educational tour to Ghana, where they volunteered for the Education Collaborative. The Education Collaborative connects universities across Africa and promotes collaboration to enhance education and empower students in their respective institutions. I am also pleased to mention that in collaboration with Ashesi University, PAU hosted the Education Collaborative Nigerian Institutions Meeting at our Lekki campus in April 2023.

In our pursuit of excellence, we have actively sought to leverage our relationships with industries for faculty secondment. This collaboration has proven to be highly fruitful, as it not only enriches our faculty but also provides our students with valuable insights and practical exposure. In line with our community engagement pillar, we have engaged in a fruitful partnership with the Lagos state government to introduce the ELEVATE THEM programme. This initiative aims to uplift underprivileged communities through education and empowerment, reflecting our dedication to creating a positive impact on society. Furthermore, PAU has made significant strides in our sustainability efforts, including our collaboration with Nigeria conservation organizations and other partners. This year, we embarked on projects such as tree planting. Together, we strive towards preserving our environment and building a greener future for generations to come.

I would like to mention that our efforts as an entrepreneurial university have been recognized and appreciated. This year, PAU was recognised at the Triple E Awards, where we won the People's Choice Category for the Entrepreneurial University (Africa) Awards, and secured 5th position in the Entrepreneurial University (Africa) Awards category. These indicate our commitment to entrepreneurial development and community engagement. We are confident that our entrepreneurial activities will continue to gain recognition and praise.

I am immensely proud of the institution's unwavering dedication to fostering a culture of excellence, and by this, I am pleased to announce the introduction and adherence of the new CCMAS at PAU. This innovative curriculum aims to enhance the learning experience of our students by incorporating the latest advancements in technology and research. We are confident that this initiative will further strengthen our already remarkable academic pursuit. At this point, I would like to highlight our accomplishments with the Pan-Atlantic University Press. Our titles are now available in major Nigerian bookshops including Roving Heights (online and offline – Lagos and Abuja), Booksellers (Ibadan, Lagos, and Abuja) and the University of Ibadan Bookshop. In addition, PAU Press' titles are on sale on two foremost online retail platforms - Jumia and Konga.

Finally, I would like to express my utmost appreciation for the exceptional dedication and unwavering commitment demonstrated by our esteemed staff and faculty. Their tireless efforts have played a pivotal role in ensuring a successful session, even amidst the challenges of the adjusted academic calendar due to the nation's general elections. We successfully implemented a hybrid work policy and provided transportation subsidies to staff members as a means of supporting and empowering staff members when transportation costs increased significantly. These efforts are a clear reflection of our commitment to creating a constructive and supportive work environment that fosters growth and development.



I am delighted to see that our commitment to excellence is reflected in our work and in the compelling stories we have shared. At Pan-Atlantic University, we remain firmly committed to forming competent and committed professionals who remain dedicated to upholding the values of excellence and social responsibility. Together, we will continue to inspire and nurture the next generation of leaders.

**Prof. Enase Okonedo**  
*Vice-Chancellor*



## THE UNIVERSITY



### 9th Matriculation Ceremony

Pan-Atlantic University 9th Matriculation Ceremony was held on Saturday 21st of January 2023 at the Lekki Campus of the University. A total of 524 students were inducted into the different undergraduate programmes of the University.



### PAU ENTREPRENEURSHIP DEMO DAY

As part of their entrepreneurship course, second-year undergraduate students were given the chance to develop solutions for real-world industry problems. On July 15, 2023, during the Entrepreneurship Demo Day, they presented their innovative business ideas that align with the Sustainable Development Goals. This event served as their final assessment for the module.



## THE UNIVERSITY



### PAU Media Roundtable

On September 28, 2023, the University held its first media roundtable event to foster conversations centred around media, governance and society". The theme of the roundtable was "Navigating Media and Trust in the Digital Era."

The event was hybrid and attended by respectable journalists, media personalities, scholars, alumni and

other members of the PAU community. The panelists for the event included: Adesuwa Onyenokwe, Mr Kenneth Igbomor, David Hundeyin, Oseni Rufai, and Joseph Edgar. The event was moderated by Titilayo Oyisan and Onyinyechi Ekumankama, a student of School of Media and Communication, Pan-Atlantic University

### Sustainability Initiatives

The university has taken important steps towards sustainability. These include:

- Providing gas-generated electricity
- Introduction of glass-bottled drinks in the cafeteria.
- Waste separation into recyclable and non-recyclable categories
- Tree-planting Initiatives.

Our sustainability initiatives have yielded impressive results, with a reduction in carbon footprints by reducing the power usage from diesel generators by 54% within 10 months, and the use of Nylon bags in the cafeteria decreased by 36% from March 2022 to March 2023. Additionally, the University now encourages Paperless offices to support its sustainability goals.





## COMMUNITY SERVICE

### Pan-Atlantic University's Community Relations:

#### Fostering Educational Advancement and Community Development

##### Introduction

In line with its Corporate Social Responsibility (CSR) objectives, Pan-Atlantic University (PAU) embarked on a transformative journey of community engagement and development in collaboration with the Ibeju-Lekki Local Government. This report highlights the significant

initiatives and achievements of Pan-Atlantic University's Community Relations unit, which has played a pivotal role in enhancing educational opportunities and fostering strong community relationships.

##### Science Tutorial Programme

Pan-Atlantic University, in partnership with the Ibeju-Lekki Local Government, organized a Science Tutorial Programme for senior secondary school students within the Ibeju-Lekki community. This initiative aimed to prepare participants for the Joint Admissions and Matriculation Board (JAMB) examinations. The goal was to secure scholarship placements within PAU and other institutions.

This programme not only demonstrated Pan-Atlantic University's commitment to education but also served as a steppingstone for the academic future of numerous students. It underlines Pan-Atlantic University's dedication to nurturing talent and empowering the youth, aligning with its mission to create transformational leaders.



##### ELEVATE THEM: STEM Training Programme

In a ground-breaking collaboration with the Lagos State Research Innovative Council (LASRIC), Pan-Atlantic University's School of Science and Technology (SST) initiated the "ELEVATE THEM" programme. This programme focuses on training young minds in Science, Technology, Engineering, and Mathematics (STEM). The partnership with LASRIC strengthened the educational landscape in Lagos State, contributing to the overall advancement of STEM education.

This collaboration showcased Pan-Atlantic University's commitment to fostering innovation, scientific inquiry, and technological advancements within the community. The "ELEVATE THEM" programme has undoubtedly had a positive impact on both the local community and the broader Lagos State.



### **Stakeholders Parley for Evaluation**

In a proactive move towards ensuring the sustained success of the Science Tutorial Programme, Pan-Atlantic University's Community Relations unit organized a stakeholders' parley. This event brought together secondary school principals from within the Ibeju-Lekki community and officials from the Ibeju-Lekki Local Government.

The parley served as an invaluable platform for assessing the first phase of the Science Tutorial Programme and charting a course for the second phase. It facilitated open dialogue, enabled constructive feedback, and solidified Pan-Atlantic University's commitment to continuously improving its community engagement efforts. The event strengthened the bonds between PAU, the local government, and the participating schools, ensuring that future phases of the programme would be even more impactful.

### **Coronation of Oba Sikiru Oniru**

Pan-Atlantic University Community Relations unit was an active participant in the coronation of HRM Oba Wasiu Abdulrazaq Olasunkanmi Waliu Oguntolu as the new Onibeju of the Ibeju Kingdom. This momentous occasion marked a significant milestone in the relationship between PAU and the community. Pan-Atlantic University's enthusiastic involvement in this cultural event demonstrated its dedication to local traditions and its commitment to becoming an integral part of the community's fabric.

### **Conclusion**

In conclusion, Pan-Atlantic University's Community Relations unit has been at the forefront of fostering educational advancement, community development, and stakeholder engagement. Through initiatives such as the Science Tutorial Programme, "ELEVATE THEM," and participation in local cultural events, PAU has exemplified its dedication to being a socially responsible institution.

These efforts have not only benefited the community but have also allowed PAU to thrive since its inception. As we reflect on these accomplishments, it is evident that Pan-Atlantic University's commitment to community engagement is a driving force in its pursuit of academic excellence and societal impact.



### Student Affairs

#### A. SCHOLARSHIPS

In the 2022-2023 academic session, a total of 296 students benefited from the university's scholarship scheme broken down into the following categories.

The university has made need-based scholarships available to economically disadvantaged students who would like to benefit from the education at PAU but do not have the financial capacity to do so. A breakdown of need-based scholarships awarded to students in the 2022-2023 academic session can be found below:

25% scholarship:	10 students
50% scholarship:	25 students
75% scholarship:	23 students
98% scholarship:	92 students
<b>Total:</b>	<b>150 students</b>

Furthermore, the university also provides financial assistance at a 50% discount to students whose parents are staff of the university. During the 2022-2023 academic session, 19 students were awarded this discount.

Also, in keeping with her objective of collaborating with the community, every year, a 98% scholarship is awarded to indigenes of the Ibeju-Lekki community who gain admission to PAU. During the 2022-2023 academic session, 4 students enjoyed this discount.

Lastly, discounts are given to siblings from the same family who are students at the university at the same time. Below is a breakdown of sibling discounts awarded to students in the 2022-23 academic session:

10% sibling discount: 116 students

50% sibling discount: 6 students

98% sibling discount: 1 student

**Total: 123 students**

#### B. STUDENT BUSINESSES

Every year, student businesses, owned and run solely by PAU students which meet the laid down criteria are approved to operate within the PAU main campus. The objective of these businesses which is one of the university's objectives is to encourage an entrepreneurial mindset amongst the PAU students.

Below is a list of student businesses approved to operate in the first semester of the 2022/2023 academic session.

- |                        |                      |
|------------------------|----------------------|
| 1. Aashami             | 2. CHO Enterprise    |
| 3. Ozma                | 4. Apparel by Sommie |
| 5. Lewaa               | 6. Pandora           |
| 7. 100 perscent        | 8. Beautiful Scents  |
| 9. Chef John's Kitchen | 10. Chicken Shack    |
| 11. La Parilla         | 12. Décor Inn        |
| 13. The middle man     | 14. MK Eats          |
| 15. Graceworld         | 16. Carlyon cakes    |
| 17. Aduria's corner    | 18. Hemels           |
| 19. The Spot           | 20. Mercury          |
| 21. Tekk               | 22. Selfscape        |
| 23. The Bites          |                      |

Below is a list of student businesses approved to operate in the second semester of the 2022/2023 academic session.

- |                         |                         |
|-------------------------|-------------------------|
| 1. Aashami              | 2. CHO Enterprise       |
| 3. Lewaa                | 4. Pandora              |
| 5. Mercury Errands      | 6. Bloom Fragrance      |
| 7. Luri                 | 8. Pennyworth Grills    |
| 9. It's Cake O'clock    | 10. A to Zee            |
| 11. Tekk                | 12. The Middle Man      |
| 13. Hemels              | 14. Carlyon Cakes       |
| 15. 5siz                | 16. Radient Raiment     |
| 17. Shop with Anastasia | 18. Mama Oprah's Closet |
| 19. River of Scent      | 20. Sunset Dreams       |
| 21. Boon Runner         | 22. Eden Agro           |
| 23. Glowcity by Moe     | 24. Kilishi Plug        |
| 25. 100perscent         |                         |



### C. COMMUNITY SERVICE PROJECT

The Community Service Project (CSP) is an initiative of the Pan-Atlantic University whose main aim is to foster in its students a sense of service and responsibility towards others in the community. This is in keeping with its mission to form competent and committed professionals and encourage them to serve with personal initiative and social responsibility, the community in which they work, thereby helping to build a better society in Nigeria and Africa at large. The Community Service Project has been positively impacting the University's surrounding communities since November 2016.

The CSP's activities in the 2022/2023 session include the following:

#### 1. CSP Tutorials at Iberekodo community and RACO Orphanage

Volunteer students of the PAU Community Service Project taught Mathematics and English Language to primary school pupils at the above-mentioned communities in Ibeju-Lekki on Saturdays, while still offering other non-academic support to them and the RACO Orphanage in Ibeju-Agbe.

#### 2. CSP Creative Arts Programme

The PAU CSP in collaboration with the PAU Arts Club facilitates the Creative Arts Programme (CAP), which takes place in Pan-Atlantic University's main campus with

students from public secondary schools in Ibeju-Lekki. The volunteer students, through teaching Creative Arts to participants, help to develop their creative arts abilities. The Creative Arts Programme which took place on Saturdays, was held frequently during the year.

#### 3. CSP Vision Team Sports Project

The CSP's Sports Project- the Vision Team- was set up as a platform where children from the university's surrounding communities are trained in different forms of sports. The aim is to help the children to harness their innate potential in the hope of creating better opportunities for themselves and aid their all-round education. It features different sports such as football, basketball, lawn tennis, volleyball and badminton. Participants in addition to the sports training are engaged in other extramural activities that aim to instill in them values, such as discipline, diligence, respect for others and integrity, values expected of responsible citizens and leaders in society. In addition to this, the university environment will enable them to dream big and strive for excellence. The programme which took place on Saturdays, held numerous times during the year.



#### 4. CSP Donations to RACO orphanage

At different periods during the year, clothes (for men, women, children), food items, books (education, children's books, etc.), hygiene items and cash/funds were received from well-meaning individuals by the PAU CSP and donated to the RACO orphanage to support the orphanage in its care for the orphans who live there.

#### 5. Community Relations and CSP; Ibeju-Lekki Secondary Schools Saturday Tutorials

In collaboration with the PAU Community Relations Office, the CSP students assisted in coordinating the tutorial programme for secondary students from schools within the Ibeju-Lekki community. The tutorials are held every Saturday at the School of Science and Technology.

#### 6. CSP Foreign Language Tutorials

The English language tutorials for foreign students, coordinated by the CSP, is a recent initiative set up to accommodate students from non-English speaking countries who due to their low English proficiency, when they gain admission to PAU, have trouble communicating with other students and lecturers. Such students also find it difficult to cope academically. The

tutorial programme was berthed to provide lessons in key areas of spoken English such as Vocabulary, Comprehension, Spelling, Speech, and Pronunciation.

#### 7. YSMA and CSP Hosted RACO Orphanage Children

On May 10, 2023, the Yemisi Shyllon Museum of Art (YSMA) at Pan-Atlantic University, in partnership with the university's CSP volunteers, hosted children and young people from RACO orphanage, providing them with the opportunity to explore the wide array of artworks in the museum. The event began with a guided tour of the museum, where a facilitator offered a glimpse into the current exhibitions and the artists who created them. The attendees also learned about the different art media and elements.

#### 8. Silent Auction organized by CSP and YSMA

In collaboration with YSMA, the CSP volunteers hosted a 'silent auction' on 17th June, 2023. The event featured the auction of various artworks donated by PAU students, YSMA, external donors and a major artwork that was created by the children of RACO orphanage. The event was held to raise funds for the renovation of the RACO orphanage and other CSP projects.





## D. STUDENT RELATED ACTIVITIES

Student-related activities organised in the 2022/2023 academic session include:

### 1. First-Year Interaction Groups (FIG) Programme:

The FIG program is a platform that creates learning communities for undergraduates new to the Pan-Atlantic University. It provides information about the university and co-curricular and academic resources through regular interactions and activities led by upper-level peers. It also helps the first years to discover their purpose and to align it with a plan for their future.

After the first semester, a study conducted showed that the FIG program had a positive impact on academic performance and facilitated a smooth transition into university life of the first years. A comparison of the academic performance and disciplinary history of those who attended the FIG session with those who didn't attend showed that the FIG attendees performed better academically and were involved in fewer disciplinary issues when compared to the FIG absentees in the same cohort.

### 2. Personal Development Series (PDS):

The PDS which is an acronym for Personal Development Series is an extracurricular activity of the university which is geared towards providing all-round development for the students who pass through its walls of learning. It is an interactive forum for students to tap into the experience and knowledge of top guests, enabling and empowering them to become better individuals. It is a platform created to occasionally bring together all PAU students for various interactive sessions which feature different topics of interest relevant to the holistic development of the students. A guest speaker, who is usually one with a rich professional and experiential profile, addresses any of these different perspectives while exchanging ideas with the students in attendance. Below are the PDS sessions which took place during the year in view:

**PDS: Africa Industrialization Day:** This PDS session, 'Africa Industrialization Day', was held on 25th November 2022. The guest speaker for this session was Ms. Ndidi, Edeoghon, Founder and Executive Director, of Ambassadors Initiative for Youth Development and Conflict Resolution.

**PDS: Getting Started with Open-Source Software:** This PDS session titled 'Getting Started with Open-Source Software' was held on 27th January 2023. Ms Ruth Ikegah (Community Lead, CHAOSS, Africa) and Mr Alexander Asomba (Project Operations Executive, Lenco) who were the guest speakers at this session, answered questions from students relating to the field of Open Source Software and Fintech.

**PDS: Building a Global Corporate Brand through Collaborative Strategies – Implications for Environmental Sustainability:** On 15th May 2023, the Living Green Club in conjunction with the Student Affairs Office, organized an interactive session between PAU students and Mrs. Dayo Aderugbo (Head of Corporate Affairs, Nigeria & West Africa, Standard Chartered Bank). During the session, the guest speaker spoke about unlocking the secrets to creating a powerful corporate brand through collaboration and environmental sustainability.

**PDS: Blockchains, Tokenomics & Webs:** This PDS session 'Blockchains, Tokenomics & Webs' took place on 26th May 2023. The guest speakers Shogo Ishida (Co-CEO, EMURGO Middle East & Africa) and Mouloukou Sanaoh (Investment Manager, Adaverse Co-founder, Cassava Network) spoke to the students about blockchain and how to break into and navigate that fintech space. It was a very interactive and engaging session.

**PDS: Drug Abuse; What you should know:** This PDS session 'Drug Abuse: What you should know' which took place on 6th June 2023, provided the chance for students to gain valuable insights about the dangers of drug abuse and why it should be avoided. The guest speaker was Dr. Nkemakolam Ndionuka, Medical Director, TQ Behavioural Health Africa.

### 3. My Life Project

The My Life Project, a course solely for PAU final year students who will be entering a new phase of life once they graduate, was held on two occasions, 8th & 15th June 2023. The sessions were anchored by speakers from the Nigerian Association for Family Development (NAFAD), a non-governmental, independent, non-profit organization made up of members whose primary mission is the development of quality family life for themselves and society at large. The course touched on key aspects that affect graduating students such as dealing with and adapting to life as a professional while handling family obligations and other expectations.

### 4. Peer-to-Peer Tutorial

The peer-to-peer tutorial program is a student support initiative designed to aid students grappling with academic challenges. It involves pairing these students with fellow peers who offer tutorial sessions to them. This program has significantly improved many students' academic performance. A total of 71 students benefited from the programme in the 2022/2023 academic session.

## 5. PAU Health and Wellness Team

The PAU Health and Wellness Team, an 11-man team comprising of trained staff of the university, is a student support initiative set up to provide support to students in areas relating to mental and psychological health. This team exists to support the Guidance and Counselling unit of the University.

## 6. Clubs

There are 13 approved clubs currently run by PAU students. Each club has a staff advisor who serves as a guide to the club and assists its members in accomplishing their set objectives.

The approved clubs include:

Art Club	Drama club
Euphoria Dance Club	FOCUS society
Living Green club	Tech innovation club
D-Hub club	Entrepreneurship club
Film Club	Investment Literacy Club
Public speaking club	PAU Book club
The Model UN Club	

Some major events organized by the clubs in the 2022/2023 academic session include:

**PAU Debate Week by the Public Speaking Club:** The Public Speaking Club organized a debate competition which ran from April 26th to May 5th, 2023. This year's theme was "Exploring Paths to a more advanced/developed Nigeria: Debating the Future of Diversity and unity." Students from the 9 departments in PAU came together to compete for the title of "best debate department in PAU." A new debate style (British parliamentary style of debating) was used. The defending champions, the Computer Science Department retained their title as "best debate department in PAU." All participants were awarded certificates of participation, while the winners received cash prizes. The debate competition was sponsored by MEBS Global.

**Flash Mob by Living Green and Euphoria Clubs:** On January 30, 2023, the Living Green and Euphoria Clubs collaborated in a flash mob, targeted at creating awareness on the effect of littering on our environment. The event took place at the main foyer of the T.Y. Danjuma Academic Complex. The flash mob showcased a series of lively performances that effectively emphasized the detrimental effects of littering the environment.





**Flash Mob by Living Green and Euphoria Clubs:** On January 30, 2023, the Living Green and Euphoria Clubs collaborated in a flash mob, targeted at creating awareness on the effect of littering on our environment. The event took place at the main foyer of the T.Y. Danjuma Academic Complex. The flash mob showcased a series of lively performances that effectively emphasized the detrimental effects of littering the environment.

**UN World Food Forum (WFF) and Solution-17 for Climate Action Event:** On 23rd June 2023, the university in collaboration with the Living Green club hosted the UN World Food Forum and Solution-17 for Climate Action Event. A major highlight of the event was the Food-A-thon panel discussion which addressed how youths can foster innovations that will drive 'Agri-food System Transformation and Climate Action'. Some of the panelists were members of the Living Green Club. More members of the Living Green Club and the PAU community also took part in the tree planting exercise that held after the event.

**Investment Literacy Club Meet the Professional Series:** Throughout the year, the Investment Literacy club hosted the "Meet the Professional Series," where professionals from the finance world were invited to deliver financial literacy sessions to both club members and non-members. The sessions which were hybrid and physical featured experts from numerous companies such as Lagos Commodities and Futures Exchange (LGFC), Emerging Africa Asset Management, and Bamboo.

**Book Fair organized by PAU Book Club:** On 21st June 2023, the PAU Book Club hosted its first ever book fair. Highlights of the event were book sales by invited vendors, book reading session by Author Jude Idada who also spoke on the importance of the culture of reading. Students and other book lovers in the PAU community had the opportunity to explore and purchase books of their choice.

## 7. Sports Programme

Having its objective of education as well as well-rounded formation of the human person, the Pan-Atlantic University, intends to express such aims through sports and physical education. For these reasons, a few sporting activities were organized during the semester.

**Battle of Cohorts:** It is held annually between the various levels (years 1-4) in the university, where each level (cohort) forms a team. The competition features basketball, football, volleyball, and chess. The Year 3 and 4 students worked long and hard to get the title, with both levels having soccer to decide the winner. The year 4 students, who were the defending champions, took home the title again.



**Coupe d' Escriva:** This is an annual tournament which was a brainchild of the pioneer set. The tournament is played amongst four teams (Madiba, Cirock, TSG Walkers, and Blue Jays). As part of the University's goal of continued education outside the classroom, this year the contract to produce the jerseys was given to an approved student business (Hemels) following a selection process. Hemels produced a total of 160 jerseys. Furthermore, in a bid to upgrade the tournament, the number of players allowed in each team was limited to only 25 players for football and 15 players for basketball. In both football and basketball, the defending champions (Madiba) emerged winners, making them the only team to have reached the finals 3 times and won the tournament 3 times.

**Inter-University football matches:** On 4th May 2023, the PAU male and female football teams played a friendly match with Babcock University. It was also the first time the female football team got to play competitively with another institution. The female team lost their debut match while the male team came home with a draw.

On 17th June 2023, the male football team played with Yaba Institute of Technology and emerged victorious, with a 3-1 win.

**Other sports related news:** Pan-Atlantic University promotes women inclusion in sports, as the beginning of the session saw the formation of the female football and volleyball teams.

## 8. Workstudy Programme

The workstudy programme was set up by the university since its inception in 2014 to create an avenue for interested students to work and study at the same time. Such students work in different departments of the university following interviews to ascertain if they are a good fit. About 81 students benefited from this programme in the 2022/2023 academic session.

## 9. Nostalgia Concert

Nostalgia Concert is an annual musical event hosted by the PAU Choir where PAU students who are actors, singers, rappers, dancers, and instrumentalists showcase their talent. The theme of this year's concert was "Rhythm of the

Motherland". In line with the theme, all performances had some local and cultural flavors. The concert featured interesting acts and performances from the likes of DJ Primeau, the PAU choir, the PAU music theatre unit of the Drama Club, the Euphoria Dance Club and lots of duets and solo performances by PAU students.

## 10. ERA Certified First Aid and CPR Training:

The Student Affairs unit, in collaboration with Emergency Response Africa (ERA), conducted a certified First Aid and CPR training session. This event was held in two batches on 18th & 20th January, 2023. About 21 participants took part in the training, which included hands-on demonstrations. All attendees received certificates of participation and study guides. Those who passed the certification examination became certified in First Aid and CPR.

## 11. PAU Student Leaders at the June Convening in Ghana

Two 300-level students, Angel Mazeli (Student Council President) and Kambilnachukwu Udeani (Cooperative Queens Hall Representative), were opportuned to represent the university as student volunteers at the 2023 June Convening, which took place in Accra, Ghana from 13th – 17th June 2023. The conference was organized by the Education Collaborative, an organization that connects universities across Africa to foster collaboration, growth, and development of these institutions through ideas, resources and experience sharing. The students had the opportunity to network, create vision boards and learn how to be ethical leaders while experiencing other foreign cultures. They had a fantastic experience and they returned with resolutions to implement in PAU.

## 12. Campus Activation organized by Lagos State Domestic and Sexual Violence Agency

On 23rd May 2023, Lagos State Domestic and Sexual Violence Agency organized a 1-day campus activation event themed 'The issues surrounding Sexual and Gender-Based Violence (SGBV)'. The event focused on creating awareness about gender-based violence.



## PAU Alumni Association Activities/ Engagement

### International Women's Day Celebration

In March 2023, the alumni association commemorated International Women's Day by organizing a special event. This event featured three renowned female speakers: Dr Nike Adeyemi, Eytayo Iyortim and Ini Abimbola who explored the theme of the year: The road to embracing equity. The International Women's Day event received overwhelming participation and left a lasting impact on our alumni.

### Interest Group Forums

To cater to the diverse interests of our alumni, we organized three (3) interest group sessions within the period under review.

**1. Entrepreneurship Experience:** Start-up to Success was held online on 6th August 2022. Ferdinand Adimefe and Amara Agbim were the speakers.

**2. The Personal Development forum:** It was held online on 25th September 2022. Dr. Meksley Nwagboh was the speaker.

**3. Building a Sustainable Future:** Exploring the power of climate-social investments was held online on 15th April 2023. Dr Joseph Onoja was the speaker.

The interest group forums enable alumni to engage in focused discussions and share expertise and experiences. The forum promotes continuous learning and professional growth.

### Convocation/Swearing-In Ceremony:

On 2nd and 3rd December, 138 BSc graduates, 31 MSc graduates and 2 PhD graduates were sworn into the Pan-Atlantic University Alumni Association by the Alumni president (Nnanna Adim) during the graduation ceremony.

On 10 December 2022, 75 Professional Education Programmes graduates were sworn into the Pan-Atlantic University Alumni Association by the Alumni president (Nnanna Adim) during the graduation ceremony.

### Alumni Hangout

The association had 3 hangouts/picnics within the review year:

- A picnic on 28th August 2022 at Lagos Business School (LBS)

- A hangout on 22nd April 2023 at Lekki Conservation Center

- A Hangout on 12th August 2023 at Shodex Gardens, Maryland

These events not only reinforced the bond among alumni but also highlighted the thriving spirit of our community.

### Engagement

To foster a lifelong connection between the alumni community and the University, we keep the alumni community up-to-date and informed through our social media platforms and the quarterly newsletter.

We have witnessed impressive growth across our various social media platforms, reflecting the increasing enthusiasm and participation of our alumni. Over the period under review, connections on LinkedIn, Instagram and Twitter increased by 140.68%, 85.5% and 24.11% respectively.

Four (4) alumni Newsletters were published within the review year.

### Election

The election for the positions of Vice President and Secretary of the Association which was held on 29th July 2023 recorded a tremendous success. 5 candidates contested for the position of vice president and Onyebuchi Odianjo emerged as the winner. 3 candidates contested for the secretary position and Chukwufumnanya Ochei emerged as the winner.

### Impact and Future Directions:

The past year witnessed remarkable engagement and participation from the alumni community. A growing interest in active involvement from members of the association was observed. The Alumni Office remains committed to nurturing these connections and expanding our outreach.

In the coming year, we plan to:

- Launch our mentorship program for recent graduates.

- Launch the Alumni zonal chapter in Abuja.

## Pan-Atlantic University Press

In November 2022, Pan-Atlantic University Press was given a formal structure as a Unit in the university. The Press was charged with the responsibility of driving these two pillars of Pan-Atlantic University's Strategic Plan: 'Teaching & Learning' & 'Scholarship & Research'.

The mission statement of Pan-Atlantic University (PAU) Press is: primarily to advance the research and education objectives of Pan-Atlantic University by publishing peer-reviewed scholarship for its community of students and scholars. Secondly, PAU Press will advance knowledge production through publications that are at the service and for the enhancement of the local community, Nigeria and Africa. The vision of the PAU Press is to become the flagship of academic knowledge production in the African continent.

In March 2023, the official logo of Pan-Atlantic University Press was unveiled to the University Community.

In June 2023, Pan-Atlantic University Press, shortlisted two textbook proposals for publication in 2024. The two proposals are entitled: A Beginners Guide to Logic & Critical Thinking (by Celestine Kezie & Obinna Ikejimba), and Structure of the Nigerian Economy: a Modern

Approach (by Dr Ikechukwu Kelikume, Dr Stanley Nwanni & Dr Elvis Ozegbe).

Since July 2023, Pan-Atlantic University (PAU) Press titles have been available in major Nigerian bookshops: Roving Heights (online and offline – Lagos and Abuja), Booksellers (Ibadan, Lagos and Abuja) and the University of Ibadan Bookshop. In addition, PAU Press' titles are on sale on two foremost online retail platforms: Jumia and Konga.

From July 2023, the PAU Registry entrusted Pan-Atlantic University Press with the responsibility of publishing and marketing the Inaugural Lectures of the University. PAU Press has since published and promoted Professor Uchenna Uzo's "Hidden Gems: Success of Africa's Informal Markets" and Professor Ogechi Adeolu's "Decolonising Africa's Business Practices: Pro-Indigenous Marketing Pathways to a Paradigm Shift".

In August 2023, the PAU Press website was launched. The website will drive PAU Press's mission of disseminating quality scholarly publications. It will serve to give visibility to the Press.

# PAN-ATLANTIC



# UNIVERSITY PRESS



## Career and Internship Report

### INTRODUCTION

Students are encouraged to undergo internships right from their first year in school, this is in addition to the compulsory internship programme for all students. The internship programme provides students with the

opportunity to be exposed to real work experience, acquire in-depth knowledge of their course of study and develop life-changing skills. In addition, students can build lasting networks and relationships with individuals from different spheres of work.

### 2022 INTERNSHIP PROGRAMME

#### Compulsory Internship

The Internship commenced on the 25th of July and ended on the 14th of October 2022. In preparation for the internship programme, a 2-day virtual workshop on "The Savvy Intern" was organized for two consecutive Saturdays. Mrs Temitope Naphew Owodunni, the

Managing Director of Best Foot Forward (BFF) Academy anchored the sessions.

229 students participated in the compulsory internship programme. The table below shows a Breakdown.

SN	Department	No of Students
1	Accounting	20
2	Business Administration	30
3	Computer Science (200 Level)	38
4	Economics	48
5	Information Science and Media Studies	41
6	Mass Communication	52
<b>Total</b>		<b>229</b>

#### Voluntary Internship

Students who indicated interest in embarking on voluntary internships during the summer break attended a 1-day virtual workshop on "The Savvy Intern". The workshop was anchored by Mrs. Temitope Naphew Owodunni, the

Managing Director of Best Foot Forward (BFF) Academy. 69 students participated in voluntary internships. The table shows the breakdown.

Level	100	200
No of Students that went on internship	31	38



The feedback from partner companies indicated positive performances from students.

Here are some of the feedback from representatives of various organizations.

"Our intern from PAU is very creative and productive. He pays attention to key details and is prompt in his delivery. We would love to have him once again and will happily recommend his services to any organization that needs them. During his time here we developed value-oriented content". - **Customer Passion Point Limited**

"Our intern from PAU is very confident and outspoken. She is not afraid to challenge the status quo. She would be a wonderful asset to any company as she knows how to conduct herself outside the company. She is also not afraid to take on challenges and shows empathy towards her colleagues. Lastly, she turns in her projects on time and apologizes when she is wrong. I enjoyed supervising her at work". - **Cinematics NG**

"Our intern from PAU helped us solve many technical roadblocks we have been battling with for 3 years. I was very excited with his sense of initiative, creativity, self-motivation and efficiency. He performs very well even when given tight deadlines. Thankfully, we closed some important business deals with his help. He's one to have on a team that requires little supervision and has to

generate high detail within short deadlines. Overall, he's been a great guy! A super pleasure knowing him". - **Studio Nurbs**

"Our intern from PAU is exceptional and performs excellently well on his job in a short time. He will be greatly missed, and we can't wait to have him back soon". - **Meristem Stockbrokers Limited.**

"Our intern performed excellently well. She works like a staff already. Her presence will be missed greatly". - **Ecobank Nigeria**

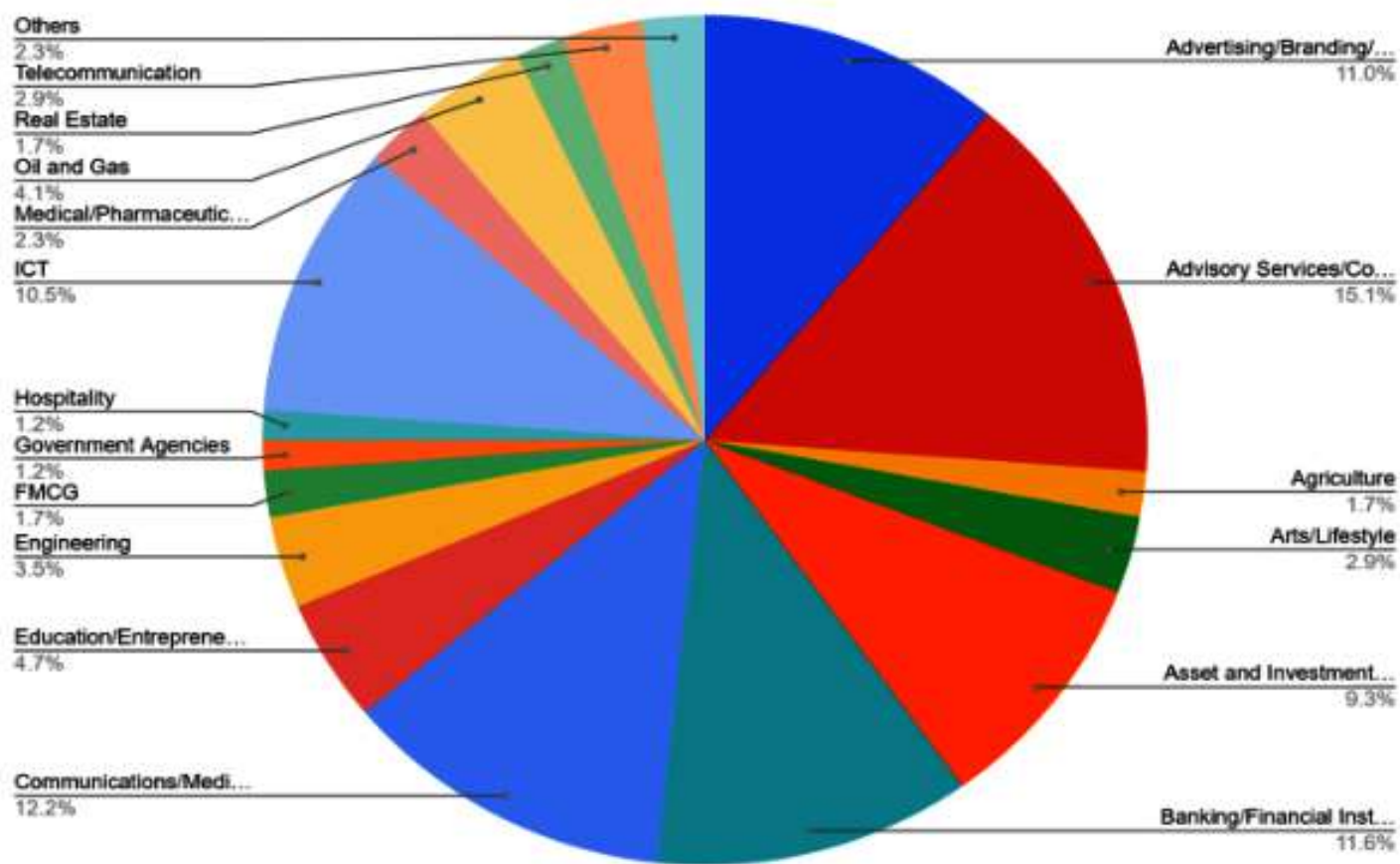
"Our intern from PAU exceeded our expectations. She picked up the work quickly and was a huge plus to the team. PAU has done amazing work with her; she will go far in her professional career. We do not doubt that". - **FBNQuest Merchant Bank Limited**

"Our intern from PAU was a sterling example of an A-grade intern. His personality and character should stand him in good stead to face the challenges and opportunities of the future". - **Proshare**





Number of Organisations



## 2023 Career Forum

On Friday, February 3, 2023, the Career and Internship Office held a forum for final-year students with the theme "Navigating the Professional World". The forum had four speakers, including Mr Mandela Ajuebor, an alumnus of PAU from the 2014 pioneer set, Mr Mai Atafo,

the Founder and Creative Director of ATAFO, Mr Segun Ogunwale, the Co-Founder of Bridgia, and Mrs Gloria Byamugisha, the Group Chief Human Resources Officer of Dangote Group.

## 2023 Career Fair

The 6th edition of the Career Fair took place on Wednesday, February 8th, 2023. The event's theme was "Entrepreneurship and Generation Z: Leveraging Opportunities for Value Creation." The Career Fair is an annual gathering where companies connect with potential employees, particularly students, in their

environment, providing organizations access to a vast talent pool. This year, 20 companies with over 90 representatives graced the occasion. Mr Ayeni Adekunle, the Chief Executive Officer and founder of Black House Media (BHM) was the guest speaker at the event.

### Organizations that attended the event:

S/N	Organization	S/N	Organization
1	Dangote	11	Fidelity Bank
2	Kuda	12	Nukreationz
3	Fast Credit	13	International Breweries
4	Hire Me	14	Olam
5	Wema Bank	15	Guaranty Trust Bank
6	Kiakia FX	16	Ernst & Young
7	GB Foods	17	Sterling Bank
8	Unified Payment	18	Proshare
9	Stanbic IBTC	19	Guinness Nigeria
10	Nolt Finance	20	Afex Commodities







## 2023 Human Resources (HR) Professional Workshop

On Tuesday, May 30th, 2023, the Career and Internship Office organised the annual HR Professionals Workshop at the Diamond Amphitheatre Hall of the Enterprise Development Centre. The workshop brought together HR professionals from 20 organisations across various sectors to discuss the latest trends, best practices, and recurring challenges in the HR field. The primary objective of the event was to find long-lasting solutions to the issues discussed.

Dr. Silk Ugwu Ogbu, a faculty member at the Lagos Business School, was the facilitator of the workshop. He spoke extensively on several topics, including "Effective Communication within the Team," "Leadership Styles and Types," "Performance Management," and "Employee Engagement: Techniques for Keeping Employees Motivated and Productive." Dr. Ogbu emphasized that the key to unlocking optimal employee performance is engagement.





## COMMUNITY ENGAGEMENT



In March 2023, YSMA in partnership with EUNIC hosted the secondary school teachers in Ibeju-Lekki to a one - day workshop on Object-Based Learning (OBL) on developing practical ways to improve learning experience of students through art.

In May 2023, in collaboration with Community Service Project (CSP) hosted the Rural Area for Christ Outreach Orphanage (RACO) Ibeju-Lekki and taught them about various art media and elements alongside painting and designing on canvasses.

### PARTNERSHIP

In May 2023, YSMA partnered with Google Arts and Culture, to share a new virtual Pocket Gallery. The exhibitions are Foundations of Contemporary Art in Nigeria (FOCAN) and Water Under the Bridge (WUTB)







## LAGOS BUSINESS SCHOOL

Lagos Business School (LBS) is the graduate business school and pioneer school of Pan-Atlantic University. Established in 1991, at a time when there were very few schools offering professional training programmes to business leaders in Nigeria. Today, LBS offers academic programmes, executive programmes and short courses (customised to specific company needs, as well as open-enrolment courses) in management. Its offerings have

been accredited globally and ranked among the best in Africa, as it systematically strives to improve the practice of management on the continent. The business school's efforts have been recognised by several world-class accreditations and rankings. Besides the quality bar set at world standards, LBS programmes also stand out because of the emphasis on professional ethics and service to the community.

## RANKINGS

### Financial Times Ranking

Lagos Business School (LBS) has been ranked as one of the top global business schools by the Financial Times in its Executive Education 2023 ranking. This is the 16th consecutive year LBS features on this exclusive ranking table.

LBS, ranked 44 in Executive Education, resulting from a 43rd and 65th position in the Open Enrolment and Customs programmes ranks, respectively.

Financial Times is the world's leading business publication, and it publishes an annual list of the best providers of executive education in the world based on programme and teaching quality, faculty excellence and diversity, international reach and other factors.

### CEO Magazine Global Ranking

Lagos Business School's Full-Time and Executive MBA programmes have been accorded Tier-One Status in the 2023 Global MBA Rankings for the sixth year in a row. With this recent rating, LBS has sustained its place among top Business Schools, globally.

The CEO Magazine ranks business schools around the world, using criteria such as quality of faculty, accreditation, faculty-to-student ratio, international diversity and exposure, professional development, and gender parity, among others.

The Magazine has been profiling MBA, Executive MBA and Online MBA programmes in top business schools across the globe since 2012.

## Summary of Personnel Data

Support Staff	Faculty	Research Assistants	Professional Staff	Total
113	47	20	124	304

### LBS Non-Faculty Staff Development

<b>Number of trainings implemented</b>	54
<b>Total Number of staff trained</b>	259

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 2021/2022).

#### Journal Articles

- Omoriegbe, K., & Ige, P. (2022). Dividend policy and firm value: Evidence from the Nigerian manufacturing industry. *European Journal of Business Management*, 14(14). 10.7176/EJBM/14-14-08
- Iheanachor, N., & Umukoro, I. (2022). Partnerships in digital financial services: An exploratory study of providers in an emerging market. *Journal of Business Research*, 152, 425-435.
- Lupinek, J., Brownlee, E., Ohu, E., & Jinhee, Y. (2022). The untapped inventory of virtual reality in-game advertising (IGA): Digital disruptions for sports marketing research. *Journal of SPORT*.
- Ozegbe, A. E., & Kelikume, I. (2022). The interactive effects of corruption and institutional quality on economic performance. *International Journal of Management, Economics and Social Sciences (IJMESS)*, 11(2/3), 120-139.
- Harding, R., & Nwokolo, A. (2023). Terrorism, Trust, and Identity: Evidence from a Natural Experiment in Nigeria. *American Journal of Political Science*.
- Boso, N., Amankwah-Amoah, J., Essuman, D., Olabode, O. E., Bruce, P., Hultman, M., ... & Adeola, O. (2023). Configuring political relationships to navigate host-country institutional complexity: Insights from Anglophone sub-Saharan Africa. *Journal of International Business Studies*, 1-35.
- Ofori, K. S., Chai, J., Adeola, O., Abubakari, A., Ampong, G. O. A., Braimah, S. M., & Boateng, R. (2023). Exploring users' continuance intention towards a peer-to-peer accommodation sharing platform. *Journal of Hospitality and Tourism Technology*, 14(3), 330-346.
- Amah, O. E. (2023). Examining leaders' emotional intelligence as a distal antecedent of employee engagement: The role of employee voice and trust in direct leadership. *Africa Journal of Management*, 1-17.
- Nachum, L., & Ogbechie, C. (2023). Are environmental conditions in the eyes of the beholder? Foreign and local firms in Africa. *Africa Journal of Management*, 9(1), 20-45.
- Ohu, E. A., & Spitzmueller, C. A. (2023). Greasing the wheel through bribes: interaction of national culture and local business conditions. *South African Journal of Business Management*, 54(1), 11.
- Iheanachor, N., Ogbechie, C. I., & Ozegbe, A. E. (2023). Corruption, environmental sustainability and economic performance in emerging economies: Evidence from Nigeria. *International Journal of Management, Economics and Social Sciences (IJMESS)*, 12(1), 52-78.
- Anaza, N. A., Kemp, E., Osakwe, C. N., & Adeola, O. (2023). B2B brand marketing in Africa? An exploratory investigation of B2B buyers' perception of supplier brands. *Industrial Marketing Management*, 109, 90-105.
- Adeola, O., Adisa, I., Moradeyo, A., & Ibelegbu, O. (2023). Mall Environment and Mall Value as Antecedents of Customer Loyalty in Shopping Malls: Evidence from Sub-Saharan Africa. *Sustainability*, 15(4), 3051.
- Adeola, O., Okafor, L. E., & Evans, O. (2023). Tourism and economic wellbeing: Do social media matter? Evidence from the iterated GMM approach. *Tourism Analysis*, 28(3), 403-420.
- Ojadi, F., Kusi-Sarpong, S., Orji, I. J., Bai, C., Gupta, H., & Okwara, U. K. (2023). A decision support framework for socially responsible supplier selection in the Nigerian Banking Industry. *Journal of Business & Industrial Marketing*.
- Iheanachor, N., Umukoro, I., & Aránega, A. Y. (2023). Ecosystem emergence in emerging markets: Evidence from the Nigerian digital financial services ecosystem. *Technological Forecasting and Social Change*, 190, 122426.
- Beham, B., Ollier-Malaterre, A., Allen, T. D., Baierl, A., Alexandrova, M., Beauregard, T. A., Eugene, O., ... & Waismel-Manor, R. (2023). Humane orientation, work-family conflict, and positive spillover across cultures. *Journal of Applied Psychology*.



### Journal Articles

Madichie, C. V., Ngwu, F. N., Eze, E. A., & Maduka, O. D. (2023). Modelling the dynamics of cryptocurrency prices for risk hedging: The case of Bitcoin, Ethereum, and Litecoin. *Cogent Economics & Finance*, 11(1), 2196852.

Okoye, O. F., Afrifa, A. K., & Afolabi, B. T. (2023). Financial management practices and innovative performances of the Nigerian SMEs sub-sector: A conceptual approach. *International Journal of Finance*, 8(1), 32-47.

Nwuke, O., & Adeola, O. (2023). Leadership transition and survival strategies for family-owned SMEs in an emerging economy. *Journal of Family Business Management*.

Orji, I. J., & Ojadi, F. (2023). Assessing the effect of supply

chain collaboration on the critical barriers to additive manufacturing implementation in supply chains. *Journal of Engineering and Technology Management*, 68, 101749.

Iheanachor, N., Ogbechie, C. I., & Ozegbe, A. E. (2023). The environmental consequences of foreign finance inflows and economic performance in Africa. *International Journal of Management, Economics and Social Sciences (IJMESS)*, 12(2), 104-132.

Vincent, O., Stevenson, A., & Owolabi, A. (2023). Do sociodemographic characteristics of SME Entrepreneurs influence their tax (non) compliance behaviour? *Journal of Economic Criminology*, 100008.

### Book Chapters

Burgal, V. (2022). An African Conception of Sustainability. In K.Ogunyemi., O. Atanya., V. Burgal (Eds.), *Management and Leadership for a Sustainable Africa*, Volume 1. Palgrave Studies in African Leadership. Palgrave Macmillan, Cham. [https://doi.org/10.1007/978-3-031-04911-8\\_1](https://doi.org/10.1007/978-3-031-04911-8_1)

Burgal, V. (2022). Products for Conscious Consumers – A General Introduction. In A.O. Ogunyemi & V. Burgal (Eds.), *Products for Conscious Consumers: Developing, Marketing and Selling Ethical Products* (pp. 3 – 13). Emerald Publishing. <https://doi.org/10.1108/978-1-80262-837-120221001>

Imafidon, E. (2022). Talent Management and Sustained Competitive Advantage. In M.R.I. Talukdar., C.Z. Lamagna., R. Nahar., & F.Hassan (Eds.), *Handbook of Research on Post-Pandemic Talent Management Models in Knowledge Organizations: Post-Pandemic Paradigm* (pp 56-74). IGI Global Book. DOI: 10.4018/978-1-6684-3894-7.ch003

Adeola, O., Edeh, J.N., & Hinson, R.E. (2022). Digital Business in Africa: Social Media and Related Technologies—An Introduction. In O. Adeola., J.N. Edeh., R.E. Hinson., & F. Netswera, F. (Eds.), *Digital Service Delivery in Africa* (pp. 3- 13). Palgrave Studies of Marketing in Emerging Economies. Palgrave Macmillan, Cham. [https://doi.org/10.1007/978-3-030-93499-6\\_1](https://doi.org/10.1007/978-3-030-93499-6_1)

Adeola, O., Edeh, J.N., & Adisa, I (2022). Digital Tools and Platforms as the New Marketplace: Driving Digital Business in Africa. In O. Adeola., J.N. Edeh., R.E. Hinson., &

F. Netswera, F. (Eds.), *Digital Service Delivery in Africa* (pp. 299- 311). Palgrave Studies of Marketing in Emerging Economies. Palgrave Macmillan, Cham. [https://doi.org/10.1007/978-3-030-93499-6\\_13](https://doi.org/10.1007/978-3-030-93499-6_13)

Burgal, V., & Adeola, O. (2022). Shopper Marketing in Africa Retail - Market Insights from Africa's retail environment. In U. Uzo., & L. Nzegwu. *Building Careers to Grow Africa's Retail Businesses*. Afritail Retail Academy.

Adeola, O., & Nwagbara, S. (2022). Building sustainable structures and strategies for growth in retail. In U. Uzo., & L. Nzegwu. *Building Careers to Grow Africa's Retail Businesses*. Afritail Retail Academy.

Ogunyemi, K. (2022). Managing the Ethical Climate of a Retail Business. In U. Uzo., & L. Nzegwu. *Building Careers to Grow Africa's Retail Businesses*. Afritail Retail Academy.

Ohu, E. (2023). Using Social Media for Competitive Advantage: The Case of African Public Universities. In O. Adeola., K.K. Twum., & P. Katuse (Eds.), *Public Sector Marketing Communications, Volume II*. Palgrave Studies of Public Sector Management in Africa (pp. 213 – 238). Palgrave Macmillan, Cham. [https://doi.org/10.1007/978-3-031-17863-4\\_9](https://doi.org/10.1007/978-3-031-17863-4_9)

Adeola, O., Katuse, P., Twum, K.K., & Adisa, I. (2022). Introduction to Public Sector Marketing Communications in Africa. In O. Adeola., P. Katuse., K.K Twum, K. (Eds.), *Public Sector Marketing Communications Volume I*. Palgrave Studies of Public Sector Management in Africa. (pp. 3 – 18). Palgrave Macmillan, Cham. [https://doi.org/10.1007/978-3-031-07293-2\\_1](https://doi.org/10.1007/978-3-031-07293-2_1)

### Book Chapters

- Adeola, O., Kwame, E., Twum, K.K., Adisa, I., & Katuse, P. (2022). Conclusion: Effective Public Relations and Brand Communication in Africa's Public Sector. In O. Adeola., P. Katuse., K.K Twum, K. (Eds.), Public Sector Marketing Communications Volume I. Palgrave Studies of Public Sector Management in Africa. (pp. 227 – 240). Palgrave Macmillan, Cham. [https://doi.org/10.1007/978-3-031-07293-2\\_1](https://doi.org/10.1007/978-3-031-07293-2_1)
- Ojadi, F., & Ogah, M. (2022). Inculcating the Dynamics of Supply Chain Management for Retail in Africa. In U. Uzo., & L. Nzegwu (Eds.), Building Careers to Grow Africa's Retail Businesses. Afritail Retail Academy.
- Iheanachor, N., Okoro, C., & Makanju, A. (2022). Setting the Mission, Vision, and Strategy for your Retail Organisation. In U. Uzo., & L. Nzegwu (Eds.), Building Careers to Grow Africa's Retail Businesses. Afritail Retail Academy.
- Iheanachor, N., & Etim, E. (2022). Strategies to Motivate New Hires for High Performance in the 'New Normal' Induced Africa's Retail Sector. In U. Uzo., & L. Nzegwu (Eds.), Building Careers to Grow Africa's Retail Businesses. Afritail Retail Academy.
- Iheanachor, N., Okoro, C., & Makanju, A. (2022). Relevant Performance Metrics in Retail. In U. Uzo., & L. Nzegwu (Eds.), Building Careers to Grow Africa's Retail Businesses. Afritail Retail Academy.
- Uzo, U., & Nwokporo, E. (2022). Navigating Infrastructural Issues in Africa's Retail for Competitive Advantage. In U. Uzo., & L. Nzegwu (Eds.), Building Careers to Grow Africa's Retail Businesses. Afritail Retail Academy.
- Uzo, U., Mbarire, W., Keswani, H., & Mooney, A. (2022). Five Strategies for Spotting and Reinventing Africa's Retail Talents. In U. Uzo., & L. Nzegwu (Eds.), Building Careers to Grow Africa's Retail Businesses. Afritail Retail Academy.
- Ogah, M. (2022). Leveraging Technology for Competitive Advantage in Africa. In U. Uzo., & L. Nzegwu (Eds.), Building Careers to Grow Africa's Retail Businesses. Afritail Retail Academy.
- Ojadi, F. (2023). Sustainable Agricultural Practices: Value Chain of Egusi, a local soup condiment in Nigeria. Sustainable Built Environment. doi: 10.5772/intechopen.109854
- Ajai, O. (2023). Human rights and the environment in Africa: A critical assessment of folkloric, legal and political economy perspectives. In N.A Jean-Claude., & M.S., Sama. (Eds.), Human Rights and the Environment in Africa: A Research Companion (1st ed.). Routledge. <https://doi.org/10.4324/9781003382249>
- Onukwuba, H., & Amah, O. (2023). How Culture Influences Leadership Styles in Africa. In S.K. Dhiman (Ed.), The Routledge Companion to Leadership and Change (1st ed.). Routledge. <https://doi.org/10.4324/9781003147305>
- Okupe, A. (2023). Applying circular economy thinking to food systems in the hospitality industry in Nigeria. In M.O. Erdiaw-Kwasie., G.M.M. Alam. (Eds.), Circular Economy Strategies and the UN Sustainable Development Goals. Sustainable Development Goals Series. Palgrave Macmillan. [https://doi.org/10.1007/978-981-99-3083-8\\_12](https://doi.org/10.1007/978-981-99-3083-8_12)
- Bakare, F., Anibaba, Y., & Adeleye, I. (2023). Back to the motherland: careers of Nigeria's returning diasporas. In J. Briscoe., M. Dickmann., D. Hall., W. Mayrhofer, E. Parry (Eds.), Understanding Careers Around the Globe. Edward Elgar online. <https://doi.org/10.4337/9781035308415.00024>
- Adeleye, I., Nwokoroku, N., & Ajai, O. (2023). The Federal Character Principle and the Politics of Ethnic Representation in Nigeria. In C. Forson., G. Healy., M. Öztürk., & A. Tatli (Eds.), Research Handbook on Inequality and Work. Elgar Publishing.
- Adeola, O., & Evans, O. (2023). Digital Technology and Emergency Risk Communications of African Governments: Experiences and Lessons from Covid-19 Pandemic. In O. Adeola., K.K. Twum., & P. Katuse (Eds.), Public Sector Marketing Communications, Volume II. Palgrave Studies of Public Sector Management in Africa (pp. 105-129). Palgrave Macmillan, Cham. [https://doi.org/10.1007/978-3-031-17863-4\\_5](https://doi.org/10.1007/978-3-031-17863-4_5)
- Adeola, O., Mogaji, E., Katuse, P., & Twum, K.K. (2023). Conclusion: Towards Effective Public Sector Marketing Communications in Africa. In O. Adeola., K.K. Twum., P. Katuse (Eds.), Public Sector Marketing Communications, Volume II. Palgrave Studies of Public Sector Management in Africa (pp. 267-284). Palgrave Macmillan, Cham. [https://doi.org/10.1007/978-3-031-17863-4\\_11](https://doi.org/10.1007/978-3-031-17863-4_11)



### Book Chapters

Ogbu, S.U., Shumba, K., Abimbola, A. (2023). Breaking the Silos: Role of Intergovernmental and Interagency Collaboration in Combating Insecurity in South Africa and Nigeria. In O. Adeola., K.K. Twum., P. Katuse (Eds.), Public Sector Marketing Communications, Volume II. Palgrave Studies of Public Sector Management in Africa (pp. 67-101). Palgrave Macmillan, Cham. [https://doi.org/10.1007/978-3-031-17863-4\\_4](https://doi.org/10.1007/978-3-031-17863-4_4)

Ogbu, S.U. (2023). Optimising Social Media and Marketing Communication Strategies for Voter Education: A Way Forward for Independent National Electoral Commission (INEC) in Nigeria. In O. Adeola., K.K. Twum., P. Katuse (Eds.), Public Sector Marketing Communications, Volume II. Palgrave Studies of Public Sector Management in Africa (pp. 155-184). Palgrave Macmillan, Cham. [https://doi.org/10.1007/978-3-031-17863-4\\_7](https://doi.org/10.1007/978-3-031-17863-4_7)

Adeola, O. (2023). Introduction: A Casebook of Indigenous Business Practices in Africa. In O. Adeola (Ed.), Casebook of Indigenous Business Practices in Africa – volume I (pp. 1-14). Emerald Publishing Limited. <https://doi.org/10.1108/978-1-80262-251-520231002>

Ezekafor, P., Nwoye, U., Adeola, O., & Adisa, I. (2023). Case Studies on Business Ethics and Values: Insights from the Southeastern Igbos of Nigeria. In O. Adeola (Ed.), Casebook of Indigenous Business Practices in Africa – volume I (pp. 61-81). Emerald Publishing Limited. <https://doi.org/10.1108/978-1-80262-251-520231008>

Adeola, O. (2023). Advancing Indigenous Knowledge and Building Sustainable Business Structures in Africa. In O.

Adeola, O., Katuse, P., & Twum, K.K. (2022). Public Sector Marketing Communications Volume I: Public Relations and Brand Communication Perspectives – Volume I. Palgrave Studies of Public Management in Africa. <https://doi.org/10.1007/978-3-031-07293-2>

Amah, O. E. (2023). Resolving the African Leadership Challenge: Insights From History. Emerald Publishing Limited. Doi: 10.1108/9781802626773

Adeola, O., Twum, K.K., & Katuse, P. (2023). Public Sector Marketing Communications Volume II: Traditional & Digital Perspectives. Palgrave Studies of Public Sector Management in Africa. Macmillan Palgrave. <https://doi.org/10.1007/978-3-031-17863-4>

Adeola (Ed.), Casebook of Indigenous Business Practices in Africa – volume I (pp. 239-257). Emerald Publishing Limited. <https://doi.org/10.1108/978-1-80262-251-520231023>

Adeola, O. (2023). Introduction to Casebook on Indigenous Business Practices in Africa – Volume II: Trade, Production, and Financial Services. In O. Adeola (Ed.), Casebook of Indigenous Business Practices in Africa: Trade, Production and Financial Services – volume II (pp. 1-14). Emerald Publishing Limited. <https://doi.org/10.1108/978-1-80455-762-420231002>

Adeola, O., Adeleye, I., Ibelegbu, O., Olajubu, B., & Adisa, I. (2023). Structure of Indigenous Savings Groups in Nigeria: Cases and Implications for Business Actors. In O. Adeola (Ed.), Casebook of Indigenous Business Practices in Africa – volume II (pp. 141-159). Emerald Publishing Limited. <https://doi.org/10.1108/978-1-80455-762-420231015>

Adeola, O., & Iwara, I.O. (2023). Rotating Stokvel Model for Entrepreneurial Success in South Africa: Validation of Constructs From a Case Study. In O. Adeola (Ed.), Casebook of Indigenous Business Practices in Africa – volume II (pp. 183-201). Emerald Publishing Limited. <https://doi.org/10.1108/978-1-80455-762-420231018>

Adeola, O. (2023). Advancing Africa's Indigenous Business Practices: Recommendations for Educators and Business Actors. In O. Adeola (Ed.), Casebook of Indigenous Business Practices in Africa – volume II (pp. 225-243). Emerald Publishing Limited. <https://doi.org/10.1108/978-1-80455-762-420231018>

### Books

Amah, O., & Ogah, M. (2023). Leadership and Organisational Effectiveness Post-COVID-19: Exploring the New Normal. Palgrave Macmillan. <https://doi.org/10.1007/978-3-031-32763-6>

Adeola, O. (2023). Casebook of Indigenous Business Practices in Africa: Apprenticeship, Craft, and Healthcare – Volume 1. Emerald Publishing. Doi: 10.1108/9781802622515

Adeola, O. (2023). Casebook of Indigenous Business Practices in Africa: Trade, Production and Financial Services – Volume 2. <https://doi.org/10.1108/978-1-80455-762-420231002>

### Case Studies

- Ekpe, T. (2022). WhistleBlower Rosario Mbatha-Goza: Averting Corruption at AfriFinance Inc. (A -C). The Case Centre.
- Ajai, O. (2022). Hybrid and Gig Work Challenges at Wallawa Oil and Gas Ltd. The Case Centre.
- Ogah, M., & Enyinnaya, G. (2022). Kleos Africa. The Case Centre.
- Nwosu, B., & Jones, S. (2022). The Island or Mainland: Where do I Open My Next Burger King Store? The Case Centre.
- Nwuke, O., & Esara, E. (2022). Planet Radio: Traversing a Fast-changing Media Clime. The Case Centre.
- Amah, O., & Esara, E. (2022). Verifyme: Building the Nigerian Trust Infrastructure. The Case Centre.
- Nwokolo, A., & Emenalo, C. (2023). Which African Industry to invest in (A & B). The Case Centre.
- Ogah, M. (2023). Ojema: The Plant Manager. The Case Centre.
- Ogbechie, C., & Jones, S. (2023). Responsible Leadership: Head-to-Head with Business Uncertainties. The Case Centre.
- Amah, O., Onukwuba, H., & Mulindi, C. (2023). Nyurah: Upselling at a High-end Hotel. The Case Centre.
- Amah, O. (2023). Wilson Juice Company: Franchising Reimagined. The Case Centre.
- Ogbechie, R. (2023). United Services Ltd. The Case Centre.
- Okoro, C., & Bungal, V. (2023). The Launch of a New Beverage Category in Nigeria. The Case Centre.
- Ajene-Sagna, C., & Iheanachor, N. (2023). The Geometric Gridlock: Stakeholder Management in Conflict Resolution. The Case Centre.
- Okoye, F. (2023). Nuts About Cakes: Forecasting with Microsoft Excel. The Case Centre.
- Okoye, F. (2023). Kiddies Apparel: Driving Sales with Advertising Campaigns Using Regression Analysis and Statistical Modelling. The Case Centre.
- Azing, E. (2023). Conquering the Currents: Workbay's Navigation in an Emerging Market. The Case Centre.

### Technical Notes

- Iheanachor, N., & Imafidon, E. (2022). A Note on Succession Planning. The Case Centre.
- Iheanachor, N., & Imafidon, E. (2023). A Note on Talent Management. The Case Centre.
- Okoye, F. (2023). Unlocking the Power of Data: How Correlation Analysis Can Inform Business Decisions. The Case Centre.
- Okoye, F. (2023). Managing with Data: A Manager's Guide to Data Analytics. The Case Centre.
- Okoye, F. (2023). Navigating the Numbers: A Beginners Guide to Not-for-Profit Financial Statements. The Case Centre.
- Okoye, F. (2023). Understanding Basic Financial Statements for Managers. The Case Centre.
- Okoye, F. (2023). The Magic of Resource Allocation: An Introduction to Linear Programming. The Case Centre.
- Okoye, F. (2023). From Data to Insights: A Practical Guide to Linear Regression Analysis. The Case Centre.
- Okoye, F. (2023). Accounting for Depreciation. The Case Centre.
- Okoye, F. (2023). Accounting for Property, Plant and Equipment (PPE). The Case Centre.
- Okoye, F. (2023). Cost-Volume-Profit (CVP) Analysis for Managers. The Case Centre.
- Okoye, F. (2023). Responsibility Accounting for Corporate Managers. The Case Centre.
- Okoye, F. (2023). Managing Your Overhead Costs. The Case Centre.
- Okoye, F. (2023). Understanding Your Cost. The Case Centre.
- Attoh, U. (2023). Managing Organisational Discipline. The Case Centre.

### Industry Reports

- Banya, R., Cielslik, K., & David-West, O. (2022). Driving Platforms in Lagos and Abuja: Can e-Hailing Platforms Create Decent Jobs? University of Cambridge Report.
- David-West, O. (2022). Platform Livelihoods and Young Women's Economic Empowerment in Nigeria.
- Fairwork team,..., David-West, O., & Ogunyemi, K. (2023). Fairwork Nigeria Ratings 2022: Towards Equitable Work for all Platform Workers. Oxford Internet Institute. <https://fair.work/en/fw/publications/fairwork-nigeria-ratings-2022-towards-equitable-work-for-all-platform-workers>





## DEGREE PROGRAMMES

### MBA Programmes

#### Participation in MBA Programmes

Programmes	Number of New Enrolments in 2022/2023 Academic Session	Programmes	Number of New Enrolments in 2022/2023 Academic Session
Full-Time MBA 21	24	Full-Time MBA 19	43
Modular MBA 4	39	Modular MBA 2	39
Executive MBA 21	45	Executive MBA 25	42
Executive MBA 28	50	Modular EMBA 8	26
Modular EMBA	12		



## MBA Careers Unit

### 1. Overview of Careers Unit

The Careers/Placement Office (CPO) team's job is two-fold: to support our MBA candidates in reaching their career goals, and to build and nurture our extensive network of employers. Through the school's close links with industry, students are provided with a practical learning experience that ensures lifelong value to their careers and employers.

Areas of Collaboration with Recruiters/Employers:

- Full-Time Engagement of MBA graduates
- MBA Internship Programme (MIP)
- Company Day/Visits
- MBA Career Fair
- CEO Speaker Series
- On/Off-Campus Recruitment
- Sponsorship of Events

### 2. Student's Activities carried from August 2022

Alumni Networking Sessions (Held August 13th and September 17th, 2022) – This provides a networking opportunity for current MBA students from different cohorts to interact with top alumni from different sectors.

The session aims to foster interaction with alumni from selected industries who will share their experiences in their sector and ideas on the students' chosen discussion topics.

4th Mini Keynote Competition (Held October 22nd, 2022) - The Mini-Keynote competition is an annual public speaking event that is open to all MBA cohorts. It is an innovative activity that allows them to improve their knowledge of effective public speaking and learn best practices to hone their public speaking skills, with winners awarded cash prizes for their performance.

6th Beta Gama Recognition Ceremony (Held November 5th, 2022) – This is an activity carried out to induct/initiate the top 20% of all MBA cohorts into the Beta Gama Sigma (BGS) Society. Only students with high academic achievement and tenured business school faculty members are eligible for membership in the society. this induction is for a lifetime membership.

2nd Edition of the LBS MBA African Energy Conference

(October 29th, 2022) The annual Energy conference is an activity organized by the LBS MBA student-led African Energy club. The club aims to help MBA students find unique opportunities at the intersection of business and the energy industry. The club seeks to support the students in achieving their career goals by focusing on financial and business aspects of the energy and power sectors, from conventional to alternative resources.

10th Edition of the African Business Conference (Held November 26th, 2022) – This is another annual activity that is solely organised by the LBS student-led African Business Club. The conference aims to target business leaders, investors, financiers and policymakers across Africa and the world to generate insights and gain mind share on trends prevalent in Africa.

20th LBS MBA Career Fair (Held November 17th, 2022) - The Career Fair is an annual event that is organised by the MBA Careers unit. It provides a platform for potential employers and students to come together, interact and discuss possible career opportunities for full-time MBA students. The fair targets organisations looking to recruit for internship and permanent placement positions.

MBA Inter-cohort Team Bonding (Held March 25th and April 30th, 2023) – This is an event organised for all MBA students to promote networking and interaction amongst the participants in the different MBA Programmes. The event provides a calm and entertaining environment where students can relax and network with one another.

6th Entrepreneurship expo & Contest (Held May 20th, 2023)- The event is an opportunity for Entrepreneurs in all the MBA classes to showcase and pitch about their purpose-driven businesses, products, and services to investors, successful entrepreneurs (LBS alumni and others), as well as to stimulate entrepreneurial initiative among MBA participants.

### 3. Internship Update

A total of 21 students from the last cohort of the full-time MBA students have been placed on a 12-week compulsory internship programme, as part of their learning and capacity building experience on the MBA programme. Some of the organisations where the students were placed include – IHS Towers, US Commercial Services Consulate, BASF, TGI Distri, FDC.



<b>Duration</b>	<b>MBA Cohort</b>	<b>Total Number of Students</b>	<b>% Placed on Internship</b>
Aug 2022 – July 2023	Full-time MBA 21	21	100%

#### **4. Employability Statistics**

<b>Duration</b>	<b>MBA Cohort</b>	<b>Total Number of Students</b>	<b>% Placed in Jobs or Started their own businesses</b>
Aug 2022 – July 2023	MBA 19	35	90%
	MBA 20	23	78%

#### **LBS Library Acquisitions and Updates Report**

##### **Introduction:**

This report summarizes library acquisitions, updates, and technological advancements from August 2022 to August 2023. Several significant developments were made in the library's collections, automation processes, and database subscriptions during this period.

##### **Acquisitions and donations:**

Acquisitions and generous donations contributed significantly to the library's collection growth. Through purchases, 116 collections were acquired, covering a wide range of subject areas. As a result of these acquisitions, the library has significantly expanded its physical resources, catering to the varying interests and needs of its users.

Moreover, 161 collections of books were generously donated by staff and alumni members to the library. The donations not only expanded the library's collections but also demonstrated the community's support and recognition of the library's importance as a knowledge dissemination center.

##### **Automation:**

The library has successfully implemented Koha software to streamline its automation processes and provide seamless services to its users. Koha is an integrated library system that manages various aspects of library operations, such as cataloging, circulation, acquisitions, and more. Through Koha, the library's internal workflows have been streamlined, user experience has been improved, and resources are managed efficiently.

##### **Database subscriptions:**

The library maintained its standing subscriptions to various databases such as Emerald Insight, EbscoHost, Economist, Euromonitor, and BusinessDay to ensure that researchers have access to high-quality research materials. The databases provide users with access to the latest research and information in their specific fields, ensuring they are up to date on the most recent research and information.

In addition, a new database named Statista has been added to the library's collection. Statista is a comprehensive platform that provides statistics, data, and insights on a variety of topics, enabling users, particularly faculty and researchers, to make well-informed, data-driven decisions. With this addition, the library supports academic pursuits and research excellence.

In conclusion, the library has made significant progress in acquisitions, automation, and database enhancements from August 2022 to August 2023. Adopting Koha software has brought efficiency and effectiveness to its operations, enhancing user experiences. Additionally, the inclusion of the Statista database underscores the library's commitment to providing valuable resources for academic and research purposes. The library's commitment to serving the academic community and beyond is reflected in these developments.

#### **Non-degree programmes**

<b>Non Degreee Programmes</b>	<b>No of participants</b>
Open enrollment	1091
Executive programmes	350

## LBS Sustainability Centre

### OUR 2022 IMPACT IN NUMBERS

	No.	Participants	Organisations & Participants Impacted
Seminars & Certificate Programmes	8	351 Participants	<b>3,500+</b>
Webinars	3	556 Participants	
Forums & Conferences	4	1184 Participants	
Publications (Newsletters & Communiques)	11 Newsletters 6 Communiques 3 Press Release	Over 1550 Subscribers	

### CAPACITY BUILDING PROGRAMMES

Advancing Nutrition, Health and Environmental Awareness through the Media
Social Impact Assessment and Sustainability Reporting
Strategy, Sustainability and Leadership Training for LAWMA Managers
Leadership Programme for Sustainable Waste Management (LP-SWM) Cycle 3
Nonprofit Management Programme for Senior Executives (NPLMfEX 3)
Non-profit Leadership and Management Youth Academy (NPLM YA 1)
Palton Morgan - Enhancing Economic Competitiveness Course
LEADWAY Assurance - Senior Management Development Programme





### LBS, PAU Support Nigeria Green Recovery Initiative

Lagos Business School and Pan-Atlantic University partnered with the Nigerian Conservation Foundation (NCF) to support the Nigeria Green Recovery Initiative. LBS committed to having over 100 tree seedlings planted at the Ibeju-Lekki and Ajah Campus.



### **LBS Solar Project**

The project was designed to add 350 KWp solar solution and 152 KWh battery storage to the power supply of the Lagos Business School, Pan-Atlantic University campus, Ajah, Lagos State. This was projected to reduce the dependence on diesel-generated electricity by 73% which will cut the campus CO2 emissions by displacing 1,597 metric tons of CO2 which is an equivalent of planting 369 new trees. In addition, a reduction of the monthly operating savings cost by 30% against total operating costs was projected.

#### **Project Partners: Access Bank and SUNREF Nigeria**



### **2022 MBA - Sustainability and Personal Social Responsibility (PSR) Project**

This course explores the concept of sustainable development and the practice and adoption of sustainability by businesses. Students will be exposed to new and innovative ideas on how businesses can address complex socio-environmental issues- such as poverty, inequality, climate change, natural resource constraints - and create positive value in society while remaining profitable. The course also seeks to better understand the contours of the challenges around sustainable development faced by societies across Africa in a very human and pragmatic way.

A core pillar of the LBS MBA experience is building professional ethics and community service. In line with this, the PSR Project affords MBAs the opportunities to develop sustainable solutions to specific social problems faced by target communities and serve as management consultants on the various projects they develop and implement. The PSR project creates an opportunity for future business leaders and managers to work with youths in the nonprofit space by investing their time, talent and resources in a cause for the well-being of others and the community. Working in collaboration with participants of the Nonprofit Leadership and Management (NPLM) Programme, the MBA students will through full-range project activities, from opportunity identification to project implementation.

Facilitator(s):	Prof Chris Ogbechie, Oreva Atanya
Programme Coordinator:	Nnaemeka Onoyima
Delivery:	Class Sessions and Project Implementation



**2022 Projects Executed**  
**GROUP 1 - Africa Agenda 2063 Goal 7 (SDG 6) - Clean Water and Sanitation**  
**Project Description**

In Nigeria, inadequate access to improved water and sanitation remains a major contributor to high child mortality and morbidity rates yet finding clean water is as difficult as the plentiful water they live on which is extremely polluted. Housing conditions are far from desirable, with dirt and faeces littering many decaying urban and rural areas. Residents lack basic necessities such as schools, hospitals, drinking water, liquid and solid waste disposal facilities.

In order to contribute to the healthy livelihood of the residents. The 2022 MBA PSR Group 1, partnered with Green Habitat Initiative (GHI), a non-profit organisation dedicated to promoting environmental sustainability in Nigeria to oversee the drilling of a borehole to supply the community with potable water.

**Outcome and Impact in numbers**

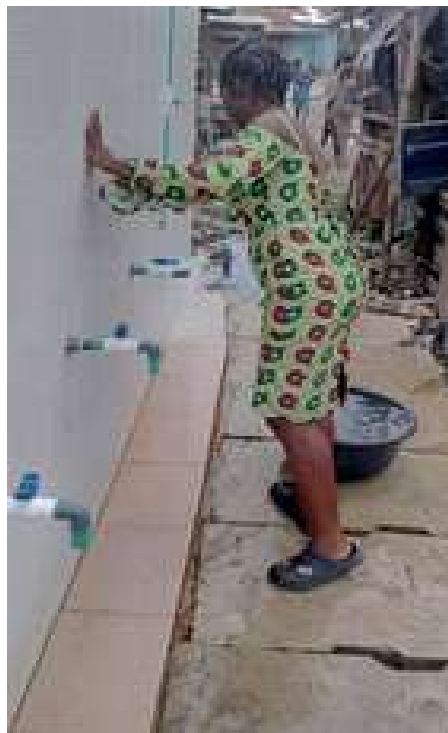
The Project will serve 2 communities

- Ori Oke CDA
- Ayetoro CDA

10,000 Individuals will have access to clean water

Project Partners

Green Habitat Initiative (GHI)





## GROUP 2 - Africa Agenda 2063 Goal 2 (SDG 4) - The LBS - KHC Learning Center Project Description

The Ago-Egun community in Ilaje, Bariga, Lagos is an area that is in need of formal education. The need for formal education cannot be overemphasised as it builds emotional, moral and mental intelligence and formation needed to live a balanced good life. It serves as the foundation for which students can receive intellectual, social, and physical development that helps build their character.

In partnership with Kings Home Charity NGO, the MBA 20 Group 2 students built the King Homes Charity Learning Center for the Ago-Egun community in Ilaje, Bariga, Lagos. The building is a 20ft by 10ft project situated near the Lagos Lagoon.

### Outcome and Impact in numbers

No. of Children in the Learning Center currently - 30

No. of beneficiary families from the learning centre - 27

On a wider scale, there is a projection that a further expansion of the centre will attract neighbouring communities and impact as much as 1000 students in the future.

### Project Partners



**GROUP 3 - Africa Agenda 2063 Goal 3 (SDG 3) -  
Renovation of HealthCare Centre & Training of Health Workers  
in Eti-Osa Local Government Area, Lagos State  
Project Description**

The healthcare system in Nigeria is inadequate, with a lack of standard and efficient regulatory bodies to ensure accountability. Lagos State alone has over 325 primary healthcare centres, but more than 60% are subpar and in unsatisfactory condition. The MBA students from Lagos Business School were charged with the responsibility of giving back to the community, and they identified this issue and proposed to renovate an existing healthcare facility in the Eti-Osa area of Lagos State to alleviate the problem faced by more than 287,000 people in the community. They visited the Eti-Osa local government chairman's office and identified Ikota Primary Health Centre for their sustainability project. The project aligned with the Sustainable Development Goal number three (3), which aims to ensure healthy lives and promote well-being for all at all ages. The delivery of the project was segmented into four aspects:

1. Plumbing 2. Painting 3. Training 4. Purchase of medical items

During the interviews with patients and health workers, it was garnered that the identified health centre primarily serves nursing mothers, pregnant women, and children. During the survey of the gaps inherent in the health facility, the MBA students discovered the need for training on the symptoms of childhood cancer and how to respond promptly. Nursing Mothers, Pregnant Women, and Health Workers all participated in the training.

**Outcome and Impact in numbers**

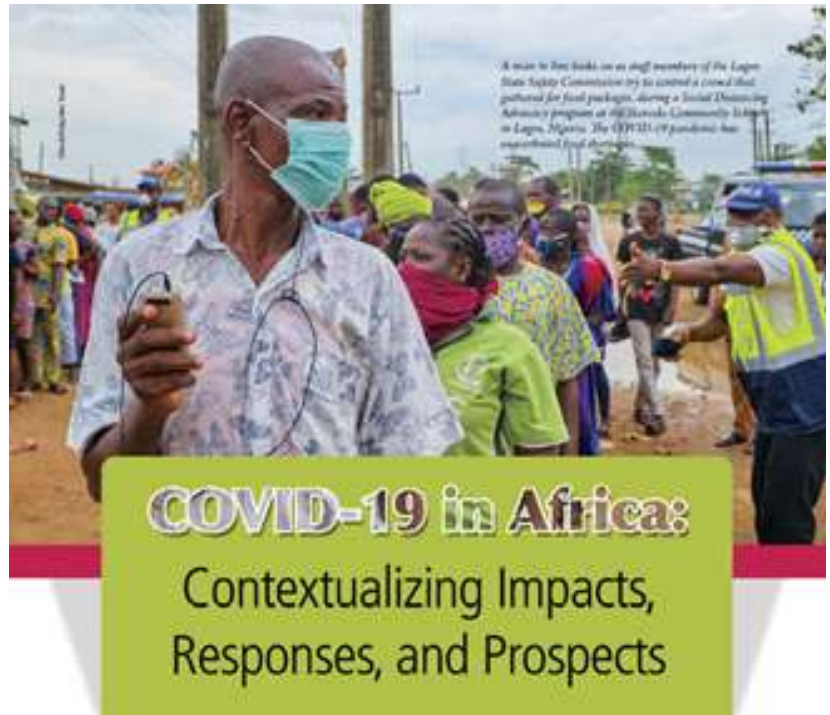
Directly relieving a problem faced by more than 287,000 people in the community

**Project Partners: Dorcas Foundation**





## COVID-19 in Africa: Contextualizing Impacts, Responses, and Prospects



### Tony Elumelu Leadership Case Studies

Case A - Responsible Leadership: Head-to-Head With Business Uncertainties (A case of Tony Elumelu at Standard Trust Bank)

Case B - Responsible Leadership for Sustainable Impact: A Case on Tony O. Elumelu at Heirs Holdings  
Non-profit Leadership Case Studies

Abiola Akiyode-Afolabi: A Leadership Journey at Women's Advocates Research Development Centre (WARDC)

Multi-Revenue Generation in Nonprofits: A Case Study of ElectHER's Digital Innovation Strategy for Revenue Generation

Women's Rights Advancement and Protection Alternative (WRAPA)

Women in Management, Business and Public Service (WIMBIZ): A Case on Women in Management, Business and Public Service

MTN Foundation: Building Trust and Financial Sustainability in Nonprofits

The Nigerian Conservation Foundation (NCF): Re-Greening Nigeria through the Green Recovery Nigeria (GRN) Project

### Management and Leadership for a Sustainable Africa

#### [Volume 1 - Dimensions, Practices and Footprints](#)

This volume focused on the following:

- How the three traditional dimensions of sustainability (SEE) play out in practice in Africa
- Proposes ways to overcome the challenges to responsible leadership faced by African businesses and governments
- Offers insights into the difference in approaches to the practice of sustainability within and outside Africa

#### [Volume 2 - Roles, Responsibilities, and Prospects](#)

This volume illustrates the following:

- Illustrates the roles, responsibilities, and interrelationships for leaders to chart the way to sustainability in Africa

- Explores sustainability perspectives for SMEs, NGOs, individuals, multinational firms, and government institutions
- Presents cases showing how businesses have integrated sustainability concepts into their strategy

#### [Volume 3 - Educating for Sustainability Outcomes](#)

This volume explores the following

- Different methods to educate African leaders as key stakeholders for building a sustainable Africa
- Demonstrates the importance of training and communication across various parameters of diversity
- Presents case stories from different regions of Africa to suggest sustainable solutions to match her unique reality



### Impact Validation - Partnership for Advocacy in Child and Family Health at Scale (PACFaH@Scale)

As the Partnership for Advocacy in Child and Family Health at Scale (PACFaH@Scale, also known as PAS) project cycle comes to an end, a validation exercise was conducted by the Lagos Business School Sustainability Centre (LBSSC) to ascertain the extent to which stakeholders operationalised its core objectives and implementation framework.

The PAS was conceived as a social accountability project to strengthen the capacity of Nigerian Civil Society Organizations (CSOs) at both the national and sub-national levels in Nigeria. The primary focus of the project was to enable CSOs to hold decisions and policymakers accountable to their responsibilities and commitments in safeguarding and promoting child and family health policies/laws; fulfilling and increasing their financial obligations, and reducing regulatory and administrative barriers to effective child and family health advocacy in Nigeria.

The validation exercise which was held at the Lagos Business School (LBS) campus on Tuesday, August 9, 2022, was attended by representatives of selected CSOs, top government officials, and staff of the development Research & Projects Centre (dRPC) as well as the Lagos Business School Sustainability Centre (LBSSC). Presentations at the meeting covered various topics, including the methodology and findings of assessing the project's impact; a summary of feedback from sub-grantees and government officials; best practices and success cases related to PAS; and PAS' achievements, challenges, and learnings. The presentations prompted engaging conversations during the structured question and answer session that validated the findings and recommendations that emerged from the project implementation.





### Impact Validation - Partnership for Advocacy in Child and Family Health at Scale (PACFaH@Scale)

A delegation from this validation process presented the findings and learning from the PAS project during a panel discussion at the 6th Annual Conference of the Association for Research on Civil Society in Africa (AROCSA) in Dakar, Senegal.

#### Pictures at Dakar, Senegal





## SCHOOL OF MEDIA AND COMMUNICATION

The primary goal of the School of Media and Communication is the formation of media and communication professionals, to enable them to pursue their calling of service to human cultures with a sense of

creativity, skill, knowledge and values. We wish to contribute through our expertise to the professional excellence of the creative industries in our country and the continent of Africa.

### Our Vision

The vision of the school is to be internationally recognized as a prestigious institution offering high quality education in communication and media; to be a reference point for research in Africa, and to be a leading centre of learning

globally. It is expected that the level and high standard of the school will influence positively all other faculties of its nature across the country and the African continent.

## PERSONNEL INFORMATION

No. of Staff	Support	Professional	Academic	Research Assistant	Total
	2	11	19	1	33

## ON-GOING DOCTORAL PROGRAMMES BY SMC FACULTY

Name of Staff	Programme (Area of Specialisation)	University
1. Mr. Lawrence Akande	Film & Multimedia studies	Lead City University
2. Ms Ikem Ikem	Film & Multimedia studies	Lead City University
3. Mr. Samuel Igbedion	Film & Multimedia studies	Lead City University



## 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 2021/2022)

### Journal Articles

Ben-Enukora C.A., Oyero O., Okorie N., Ejem A.A. and Omowale A.T. (2023) Perceived public alarm and comprehension of risk communication messages about Lassa fever in Nigeria: a gauge of the risk communication model. *Front. Commun.* 8:1052397. doi: 10.3389/fcomm.2023.1052397

Egbunike, N., (2023). The COVID-19 storytelling narratives of Nigerian social media users. *Review of Communication*, 1-19.

Ikeh, N., (2023). Nollywood: Waiting for Sabido. *Nollywood Practice: Journal of Directors' Guild of Nigeria*.

Ikeh, N., & Shittu, A., (2023). Preserving Traditional Culture Using the African Communications System. *Rethinking Positivism Through Poststructuralist Dialectics: A Festschrift in Honour of Professor Alexander Kure*.

John, S. G. (2023). Impact of media messages on containment of Coronavirus pandemic in Nigeria. *Journal of Public Health in Africa*, 14(2). <https://doi.org/10.4081/jphia.2023.2048>

John, S. G. (2023). Evaluating the role of Nigerian print media in raising public awareness of the health effects of noise pollution, *Applied Environmental Education & Communication*, DOI: 10.1080/1533015X.2023.2235358.

Mgbeadichie, C. (2023). 'Existential Tensions and the Ifa Divinity in Isidore Okpewho's Call Me by My Rightful Name' Critique: *Studies in Contemporary Fiction*. <https://doi.org/10.1080/00111619.2023.2211252>

Ogungbemi S. O, Oyebode K., Badmus G. O, Ogunyemi (2022). Modeling of structural features from aeromagnetic maps using an improved deep learning technique. pp. 1-7. *Earth Science Informatics*. <https://doi.org/10.1007/s12145-022-00870-z>

Okpara, S. N. (2023). Smartphone Addiction Avoidance Via Inherent Ethical Mechanisms and Influence on Academic Performance. *Online Journal of Communication and Media Technologies*, 13(2), e202318. <https://doi.org/10.30935/ojcm/13020>

Okpara, N. (forthcoming) Unveiling Virtual Chat Group Inclusiveness Code of Conduct by Nigerians. *Journal of Information, Communication & Ethics in Society*. Emerald Publishing, United Kingdom.

Okoeguale, A. (2022). Nature of Nigerian creative economy: A review of the Nigerian film and music industry. *Journal of African Films and Diaspora Studies*, 5(4), 77.

Okoeguale, A. (2023). Brand value co-creation revisited: A critical review of studies. *Academic Journal of Interdisciplinary Studies*, 12(2), 323-336.

Okoeguale, A. (forthcoming). Is the press being suppressed? Reimagining the status of media policy in Nigeria. *Journal of African Films and Diaspora Studies*.

Okorie, N and Okpara, N. (2023). Media narratives on cross-border migration during the COVID-19 pandemic. *Studies on Ethno-Medicine*, 17(2), 39-46. 191

Okorie, N. (2023). Media framing, climate change and the complexities of water security in South Africa. *Journal of African films and diaspora studies*, 6(1), 41-54 191

Osah, U. J. (2022). An Equity Based Model of Vandalism in Information & Communication for Development Tele-Center's: Reflections from the Siyakhula Living Laboratory, Dwesa-Cwebe, South-Africa. *The Nigerian Journal of Sociology and Anthropology*. Vol 20, No

Okorie, N & Okpara, N. (2023). Media Narratives on Cross-border Migration During the COVID- 19 Pandemic. *Studies on Ethno-Medicine*, 17(2), 39-46. 191 Indexed: Scopus

Osah, U. J. (2022). Readiness Assessment for Business Intelligence and Analytics Adoption- A Case of Lagos Based SMEs. *Information Technologist*, Vol 19, No 2 (Indexed in Ebscohost)

Osah, U. J., & Pade-Khene, C. (2022). Designing strategy formulation in the midst of uncertainty in digital citizen engagement: A critical reflection of the application of Design Science Research augmented by Soft Systems Methodology to the design of strategy formulation. *The Electronic Journal of Information Systems in Developing Countries*, e12247. <https://doi.org/10.1002/isd2.12247>

Oyebode, K. O. Leveraging Deep Learning and Grab Cut for Automatic Segmentation of White Blood Cell Images (2022). *Journal of Biomimetics, Biomaterials and Biomedical Engineering*. 58, pp. 121-128. 2022. <https://doi.org/10.4028/p-oj4d78>

### Book Chapters

Akande, L. (2023). Application of Theories in Film Techniques and Production in Africa. In: Okorie, N., Ojebuyi, B.R., Okpara, N. (eds) Media and Communication Theory in Africa. Palgrave Macmillan, Cham. [https://doi.org/10.1007/978-3-031-14717-3\\_9](https://doi.org/10.1007/978-3-031-14717-3_9)

Akande, L. (2023). Sound Design for the Screen: Designing All that Camera Hears. In: Ekwuazi, H., Umar, F.J., Enahoro, A. (eds) Film: A Production Resource Book. Academic Publication Centre (APC), Lagos.

Edosomwan, A. (2023). A critical review of intellectual property rights: The case of Nigeria. In T. Chari & U. Akpojivi (Eds.), Communication rights in Africa: Emerging discourses and perspectives (pp. 146 – 164). Routledge. <https://doi.org/10.4324/9781003388289>

Egbunike, N. A. (2022). "WhatsApp political campaigns in Nigeria." In Hassan, I. & Hitchen, J. (Eds), WhatsApp and Everyday Life in West Africa: Beyond Fake News. London: Bloomsbury Publishing, Chapter 3, Chapter DOI: [5040/9781350257900.ch-3](https://doi.org/10.4324/9781350257900.ch-3)

Mgbeadichie, C. (2023). 'Language-Cultural Barrier in Ubang Community: A Critical Assessment of the Communication Rights of Women and the Girl-Child' In T. Chari & U. Akpojivi (Eds.), Communication rights in Africa: Emerging discourses and perspectives (pp. 146 – 164). Routledge. <https://doi.org/10.4324/9781003388289>

Odoh, A., Moradeyo, A., Adisa I, Chikere, N.) Book Chapter: The Industry 5.0 Revolution: Challenges and Opportunities of Emerging Digitalization Trends in Business and Management from a Developing Country Perspective in: "Emerging Digitalization Trends in Business and Management: A Roadmap to Industry 5.0"

by CRC Press, Taylor and Francis group and Apple Academic Press, USA and Canada. In Press [Accepted March 12, 2023]

Ogungbe, Folakemi (2022). Mo Abudu's Women: Intentional Creation of Economically Empowered and Career Focused Roles for the Female Gender. In S. Ododo & O. C. Ezenwanebe (Eds.), Duro Oni: Art, Design and Life: 70th Birthday Commemorative Studies and Tributes (pp. 485-501). National Theatre and Alpha Crown Publishing, UK.

Okpara, N. (2023). Gidi Gidi Bụ Ugwu Eze (Unity is Strength) Media Theory. In Akpan, U. S. (ed. forthcoming) Communication & Media Theories from Nigerian Perspectives. Peter Lang Group AG, Switzerland.

Okpara N. (2022). Responsible Advertising. In Ogbechie R. & Ogah M. (eds. forthcoming) Building Sustainable Businesses in Africa: Responsible Business Practice.

Okpara, N. (2022). The Structure and Nature of the Nigerian Media Industry. In Akpan, U. S (ed.) Nigerian Media Industries in the Era of Globalization. Lexington: London Pp.19-37

Okorie, N. (2023). Theorizing the power of celebrities in the media landscape of Africa. In: Okorie, N., Ojebuyi, B.R., Okpara, N. (eds) Media and Communication Theory in Africa. Palgrave Macmillan, Cham. [https://doi.org/10.1007/978-3-031-14717-3\\_1](https://doi.org/10.1007/978-3-031-14717-3_1)

### Book

Okorie, N., Ojebuyi, B., & Okpara, N. (2023). Media and communication theory in Africa. Switzerland, Palgrave Macmillan

## Conferences attended with the papers presented

Egbunike, N. A. (2023). African governments, big tech and the conceptual dilemma of digital authoritarianism. Presented at the "Social Media and the Democratic Process in Africa" Conference, March 3, 2023.

Okpara, N. International Association for Media and Communication Research (IAMCR) 9 to 13 July 2023, Lyon, France (online). Paper presented - Digital Self and the Ethics of Online Sociability among Adolescents in Nigeria.

### Notable Guest

Dr Aje-Ori Agbese (Carnegie)

Non-faculty staff development		
Staff name	M.Sc	Institution
Mrs. Ijeoma Nwachukwu	Media and Communication	Pan- Atlantic University



## Professional Education Department

S/N	Name of Programmes	Number of Participants
1	The Art of Proposal Writing Workshop	30
2	The Writing Clinic Workshop	14
3	The Role of Persuasive Communication in building Trust and Confidence in the operations of the Federal Ministry of Humanitarian Affairs, Disaster Management and Social Development	25
4	The Art of Proposal Writing Workshop for Signal Alliance Technological Holding (SATH)	24
5	Creative Presentation and Public Speaking Workshop	12
6	MTN Media Innovation Programme 2	23

### M.Sc Media and Communication

No. of new enrolment 2022/2023	19
Number of graduating students 2022/2023	40
M.Sc. Media and communication (FT & PT)	28
M.Sc. Film Production	6

### Information Science and media studies

No. of new enrolment 2022/2023	70
Year 2	59
Year 3	48
Year 4	41

### Mass Communication

No. of new enrolment 2022/2023	65
Number of Students in Year 2	60
Number of Students in Year 3	48
Number of Students in Year 4	50

### Professional Education

Re-skilling Competence in Communication (Speaking and Writing):	9 participants
Accelerate's Phoenix Project:	46 participants
Advanced Business Communication (ABC):	10 participants
Corporate Identity and Brand Management (CIBM):	16 participants
Public Relations and Communications Research, Measurement and Evaluation Training:	3 participants

### Essays by three SMC students published in Global Voices' Young Voices Series

The essays written by three second year students in the Department of Mass Media and Writing, School of Media and Communication, Pan-Atlantic University, were published in Global Voices, an independent multilingual news media.

The well-researched essays by the SMC students focused on digital media and environmental sustainability, protection and/or awareness in Nigeria. The critical essays – which formed part of the requirements for the course, Internet and Digital Communication (COM 202) – made the best grades and were written by: Abolore Oreshade, Iretomiwa Adio and Mariam Oyedele.

Global Voices (GV) published these essays in the series entitled Young Voices. The series was instituted in 2021 by Dr. Nwachukwu Egbunike, Facilitator of COM 202 and Senior Lecturer in the School of Media and Communication. Dr. Egbunike was formerly Global Voices' Editor for Sub-Saharan Africa.

The Young Voices series offers a platform for nurturing young people to pursue careers as journalists. Global

Voices through this series offers their international, multilingual news platform to highlight the work of young people. The School of Media and Communication, Pan-Atlantic University has pioneered this partnership with Global Voices, making it the first communication school to do so.

Abolore Oreshade, Iretomiwa Adio and Mariam Oyedele will join a distinguished company of SMC Young Voices contributors. These include the pioneer 2021 cohort: Bolu Akindele, Victoria Audu and Aniekan Augustine-Edet. The 2022 Young Voices team were: Juliana Amaefuna, Sharon-Sekemi Abiodun, Teslim Adekoya, Azara Tswana, Ebubechukwu Iloba, Nicole Agu, Adaobi Egbunike, Frances Ibiefo, Hallefidel Onwuraokoye and Kamsiyochukwu Eze. The articles were equally translated into international languages like Arabic, Dutch, French, Greek, Italian, Malagasy, Portuguese, Russian, Spanish, Swahili and Yoruba.

The Essays can be accessed at :  
<https://globalvoices.org/special/young-voices/>





**Centre for Media and Communication Research (CMCR)**  
**Activities of CMCR from August 2022 till-Date**

SN	ITEM		DESCRIPTION
1	Grants	a.) Awarded: \$1,775 conference grant awarded by Fojo Media Institute through African Journalism Educators Network (AJEN) remitted on 23rd May 2023	The grant was awarded by Fojo Media Institute through African Journalism Educators Network (AJEN) as financial support for the hosting of the Symposium on African Journalism Education in the Post-Covid 19 Digital Era (online) held on March 30-31, 2023
2	Events	a.) A Symposium on African Journalism Education in the Post-Covid 19 Digital Era (online) March 30-31, 2023	The two days online symposium aimed at promoting conversations around the realities of journalism education in the post-COVID-19 digital era with a core objective of promoting an agenda that enhances the quality and learning experiences of journalism education on the African continent in line with the Sustainable Development Goal (SDG-4).
3	Partnership and Collaboration	a.) Established: African Journalism Educators Network (AJEN)	Africa Journalism Educators Network (AJEN) of Wits Centre for Journalism, University of Witwatersrand is a network of journalism educators from 16 countries in Africa.
		b.) In progress: GMMA/IOM	Global Migration and Media Academy (GMMA) is an arm of the International Organization for Migration (IOM) that seeks to promote ethical reporting of migration issues in Nigeria and the larger global society. CMCR is rounding up a sponsorship partnership with GMMA/IOM for an annual event to commemorate International Migrants Day.



### Centre for Media and Communication Research (CMCR) Activities of CMCR from August 2022 till-Date

SN	ITEM		DESCRIPTION
4	Publications	a.) In progress: Journal of Creative Media	CMCR in partnership with PAU-Press has initiated the process of the publication of a bi-annual journal, titled: Journal of Creative Media (JCM). The journal will feature areas affecting creative industries across the globe e.g., journalism, broadcasting, film and cinema studies, information science, media studies, public relations, advertising, media ethics, literary studies, music, performing arts, and cultural studies
		b.) In progress: Book publication	The publication process of a conference proceeding titled: Media and Sustainable Societies in Nigeria is ongoing with the Palgrave-Macmillan publishing company
5	Internal Capacity Development	a.) Faculty Research Seminars b.) Undergraduate and postgraduate research coordination	The goal is to strengthen the quality of undergraduate and postgraduate students' research work. And those of faculty members that intend to present or publish conference papers, journal articles, book chapters, or books.

### NOLLYWOOD STUDIES CENTRE (NSC)

#### NSC ACTIVITIES REPORT 2022/2023

The Nollywood Studies Centre organised two editions of the Filmmakers' Forums (online) in the 2022/2023 period. The details for the forums are as follows:

- Saturday, September 3rd, 2022 - The guest speakers were:
  - Prince Jide Kosoko (Actor, Film Producer and Board of Trustees member, Theatre Arts and Motion Pictures Practitioners Association of Nigeria (TAMPAN))
  - Elder Adetunji Ojetola (National President, Association of Movie Content Owners, and Producers (AMCOD), and CEO, De Victory Home Entertainment Ltd.)
- Saturday, July 8, 2023 - The forum featured Mr. James Omokwe (Filmmaker & Founder of Feemo Vision)

**NSC Oral History Database** - The Nollywood Center hosted Dr. Aje-Ori Agbese, a fellow of the Carnegie African Diaspora Fellowship Program (CADFP) from May 2023 to July 2023. During her residency, she worked on building an oral history database on the Nigerian film industry for the Centre. Among the people she interviewed in the process were Ms. Joke Silva, Mr. Fiya Gambo, Ms. Tope Oshin, Ms. Bose Oshin, and Ms. Adedoyin Kukoyi. Dr Agbese also assisted in building a research archive, collating published articles for the archive and sourcing memorabilia for the archive.







## School of Management and Social Sciences (SMSS)

The School of Management and Social Sciences (formerly referred to as the School of Business Administration) was instituted in November 2014 by the Pan-Atlantic University Council in recognition of the critical role of helping firms recognize and analyze management problems and evolve strategies for their solution. Specifically, the School of Management and Social Sciences aims to deliver real-world business

solutions in a rapidly evolving global environment and to teach students to be outstanding leaders in their chosen fields. Our students are empowered with skills and competencies that are attuned to a global marketplace. Additionally, they are equipped with the capacity to make strategic contributions to solving the problems of organisations and society at large.

### Our Mission

The need to provide quality, globally competitive, and relevant management and social sciences education cannot be overemphasized especially in a developing country like Nigeria. This is because the demonstration of management acumen prowess is a fundamental aspect of efficiently and effectively harnessing physical, financial and human resources in attaining organisational, national and global goals through well developed, coordinated, and implemented strategic framework. Therefore, the School, within the context of the University's mission aims to foster capacity development and ensure employability of our students to be successful throughout their careers.

To achieve this mission, the school seeks to:

- Provide practice-based, student-centered, 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 and enhances social and management sciences pedagogy.
- Provide entrepreneurship education along with management and social science education

### PERSONNEL INFORMATION

No. of Staff	Academic Staff	Support Staff	Graduate Assistants	Total
	18	3	2	23



### On-Going Doctoral Programmes

S/N	Name	Programme	University
1.	Godwin Uddin	PhD (Economics)	Babcock University

### SUMMARY OF PARTICIPATION IN DEGREE PROGRAMMES

Programmes	New Enrolment
Accounting ( B.Sc)	42
Bus. Administration (B.Sc.)	44
Economics ( B.Sc.)	63
Finance (B.Sc)	5
PhDManagement	10
Total	164

Total Number of Students studying Accounting	127
Total number of students studying Business Administration	147
Total number of students studying Economics	204
Total number of students studying Finance	5



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 2021/2022)

#### Journal

- Adekunjo, F.O., & Nwani, S.E. (2023). The Relationship between Health and Growth in Nigeria. The Gulf Economist Journal, University of Basarah, (ACCEPTED: 13 JULY 2023). (EBSCO ranked), Forthcoming. Agbonrofo, H. E. & Ajibola, O. (2023). Manufacturing Sector Development in Sub-Saharan Africa: Does Monetary Policy Matter? International Journal of Management, Economics and Social Sciences. 12(2), 133 – 161. DOI:10.32327/IJMESS.12.2.2023.6
- Agbonrofo, H.E & Ajibola, O. (2023). Monetary Policy and Manufacturing Sector Development in Sub-Saharan Africa: Evidence from the CFA Franc Zone. Journal of Economics and Allied Research, 8(1), 210-225. <https://jearecons.com/index.php/jearecons#>
- Agbonrofo, H.E., Ajibola, O., & Phillip, B. (2023). Monetary Policy and Manufacturing Export Performance in SSA: Evidence from Panel ARDL Modeling, Review of Socio-Economic Perspectives, 8(2), 29-38 <https://doi.org/10.19275/RSEP154>
- Anetor, F. O., & Vincent, O. (2022). Do human capital and institutional environment constrain the impact of foreign direct investment inflows on economic growth in Africa? Transnational Corporations Journal, 29(3), 79-106. [doi.org/10.18356/2076099x-29-3-3](https://doi.org/10.18356/2076099x-29-3-3)
- Anetor, F. (2023). Learn about business forecasting in Gretl with quarterly data from OECD (2010q1-2020q4). In Sage Research Methods: Business. SAGE Publications Inc. <https://doi.org/10.4135/9781529630909>
- Dakare, O. (2023). Fostering agropreneurship practice in Nigeria: A look beneath the surface. Management & Marketing Journal, 21(1):36-50. University of Craiova, Romania. <https://doi.org/10.52846/MNMK.21.1.03> (doi: 10.52846/MNMK.21.1.03) Eregba, P. B., SP Nathaniel, XV Vo (2022) Economic growth, environmental regulations, energy use, and ecological footprint linkage in the Next-11 countries: Implications for environmental sustainability, Energy & Environment, Sage. <https://doi.org/10.1177/0958305X221084>
- Evans, O., Wale-Awe, O., Osuji, E., Olawale, A., Raymond, A., and Adeniji, s, (2023); ChatGPT Impact on Access/Efficiency, Employment, Education and Ethics: The Socioeconomics of an AI Language Model; Bizecons Quarterly
- Ikpesu, F. (2022). Determinants of tax revenue in Nigeria: Macroeconomic perspectives. Journal of Taxation and Economic Development, 21(2), 1-11.
- Oke, B. O. & Ikpesu, F. (2022). Interactive effects of public foreign capital inflows and domestic investment on growth in an emerging market: The Case of Nigeria. Journal of Accounting Research, Organization and Economics, 5(1), 16-27.
- Ikpesu, F., & Abass, S. A. (2022). Private capital inflows and stock market development: An empirical insight. Indonesian Journal of Business and Economics, 5(1).
- Imhanzenobe, J. (2023). Historical Development of Frontier Stock Markets in Sub-Saharan Africa. International Journal of Professional Business Review, 8(7), e02659.
- Mesagan, E. P., Osuji, E., and Agbonrofo, H. (2022), Comparative Analysis of the Growth and Impact of Pollution and Energy use in Selected West African Nations; in Environmental Science and Pollution Research, 29(44), 66438 - 66449.
- Mesagan, E. P. & Vo, X. V. (2023). Does Natural Resource Rent and Consumption Interplay Worsen Africa's Pollution? Heterogeneous Panel Approach with Cross-sectional Dependence. Resources Policy, 82, 103562, <https://doi.org/10.1016/j.resourpol.2023.103562> (2 - ABS, B - ABDC, Q1 - Scopus). Published by Elsevier Inc.
- Mesagan, E. P., Charles, A. O. & Vo, X. V. (2023). The Relevance of Resource Wealth in Output Growth and Industrial Development in Africa. Resources Policy, 82, 103517, <https://doi.org/10.1016/j.resourpol.2023.103517>. (2 - ABS, B - ABDC, Q1 - Scopus). Published by Elsevier Inc.
- Mesagan, E. P. & Vo, X. V. (2023). The Importance of Economic Complexity in the Resource-Growth Discourse: Empirical Evidence from Africa. Journal of the Knowledge Economy, <https://doi.org/10.1007/s13132-023-01227-7> (1 - ABS, C – ABDC, Q3 - Scopus). Published by Springer Nature.
- Mesagan, E. P., Vo, X. V., & Emmanuel, P. M. (2022). The Technological Role in the Growth-Enhancing Financial Development: Evidence from African Nations. Economic Change and Restructuring, 56 (1), 657–680. <https://doi.org/10.1007/s10644-022-09442-z>. (1 – ABS, B – ABDC, Q2 – Scopus). Published by Springer Nature.

#### Journal

- Nakpodia, F., Ashiru, F., You, J.J. and Oni, O. (2023), "Digital technologies, social entrepreneurship and resilience during crisis in developing countries: evidence from Nigeria", *International Journal of Entrepreneurial Behavior & Research*, Vol. ahead-of-print No. ahead-of-print.
- Nwani, S.E. (2022). Relationship between Covid-19 Pandemic and Macroeconomic Performance in Nigeria. *Christopher University Journal of Management and Social Sciences*, 2(3), 230-239.
- Nwani, S.E., & Ujah, J. C. (2023). Achieving Infant Mortality SDG 3 Target in South Asia and Sub-Saharan Africa: Does Carbon Emission Matter? *Green and Low-Carbon Economy*, 00(00), 1-10.
- Oni, O. (2023). Sustainable Social Innovation in Nigeria. *International Journal of Professional Business Review*, 8(7), e02208-e02208.
- Oni, O. (2023) Corporate Governance in Nigerian Startups. *Journal of Corporate Governance*, 15(1)
- Osuji, E., & Nwani, S.E. (2022). Mobilizing Subnational Resources in Nigeria's South-East Zone: The Case of Imo State. *Christopher University Journal of Management and Social Sciences*, 2(3), 240-248.
- Uddin, G. E. (2023). Could Import-Substitution be a sustainable industrialization pathway for Less-Developed Countries? *The Journal of Developing Areas* (Accepted and forthcoming)
- Vincent, O., Stevenson, A, & Owolabi, A. (2023) Do sociodemographic characteristics of SME entrepreneurs influence their tax (non)compliance behaviour?, *Journal of Economic Criminology* (1), 100008, <https://doi.org/10.1016/j.jeconc.2023.100008>

#### Book Chapters

- Aremu, T. R., Ogunwale, J., Uddin, G. E. & Oserei, K. M. (2022) The impact of government expenditure on education and health outcomes. In I. C. Nwaogwugwu & C. A. Ighodaro (eds.) *Dynamics of fiscal and monetary policies in ECOWAS countries: Issues, design and operations* (pp. 227 – 279). Fiscal and Financial Economists Society of Nigeria / Fiscal and Monetary Economics Forum, Department of Economics, University of Lagos
- Aremu, T. R. & Uddin, G. E. (2022). Government expenditure at crossroads. In G. E. Uddin (ed.) *Health and education in Nigeria: The past, present and future* (pp. 3 - 62). Lagos, Nigeria: Harmony Publishing
- Balogun, E.D and Osuji, E. (2022); Towards Supporting economic Growth in Nigeria Through Infrastructure. In Nwaogwugwu, I. C and Ighodaro, C.E (Eds), *Dynamics of Fiscal and Monetary Policies in Nigeria: Issues, Design and Operation*. Lagos. Fiscal and Financial Economics Forum, Dept of Economics, University of Lagos; pp 316 - 345.
- Eregha, P.B, Olusegun, V, and Osuji, E. (2022), *The Economics of Fragility in Nigeria*. In Nwaogwugwu, I. C. and Ighodaro, C.E (Eds); *Dynamics of Fiscal and Monetary Policies in Nigeria: Issues, Design and Operation*. Lagos. Fiscal and Financial Economics Forum, Dept of Economics, University of Lagos, pp 200 -
- Eregha, P. B., Osuji, E and O. Vincent (2023). *The Economics of Growth Fragility in Nigeria in: Dynamics of Fiscal and Monetary Policies in Nigeria: Issues, Design and Operations*. Nwaogwugwu I.C and Ighodaro, C.A (eds). University of Lagos Press.



Mesagan, P. E. & Yusuf, I. A. (2022). Economic Stabilisation and Performance in West Africa: The Role of Fiscal and Monetary Policy. In I. C. Nwaogwugwu & C. A. Ighodaro (Eds.), Dynamics of Fiscal and Monetary Policies in Ecowas Countries: Issues, Design and Operations (pp. 280 – 303). Published by: Fiscal and Financial Economists Society of Nigeria in conjunction with Fiscal and Monetary Economics Forum, Department of Economics, University of Lagos.

Oserei, K. M. & Uddin, G. E. (2022). Primary health care and inclusive growth. In G. E. Uddin (ed.) Health and education in Nigeria: The past, present and future (pp. 63 - 86). Lagos, Nigeria: Harmony Publishing Book

Osuji, E. and Eregha, P. B. (2023), Nigeria's Macroeconomic Environment and Prospects for Recovery; In "Issues in Macroeconomic and Public Financial Management". Book in Honour of Prof Ndubisi Nwokoma; University of Lagos Press

### Books

Osuji, E. (2022) The New world of Social Enterprise; The University of Lagos Press, Lagos

Osuji, E. (2023) Rainmakers, Witchdoctors and Conference in the Cave: The Political Economy of Authentic Leadership Selection in Nigeria; The University of Lagos Press

Uddin, G. E. (2022). (Ed.) Health and education in Nigeria: The past, present and future. Lagos, Nigeria: Harmony Publishing



## TRAININGS AND CONFERENCES ATTENDED

	Japhet Imhanzenobe	Imhanzenobe, J. O. (2022). Impact of IFRS adoption on financial reporting quality in South Africa. In Proceedings of the International Conference on Accounting and Business (pp. 376-404). Johannesburg, South Africa: University of Johannesburg.
	Japhet Imhanzenobe	Managing yourself and leading others in social enterprises (at Lagos Business School)
	Japhet Imhanzenobe	Sage 200 evolution accounting software training (by AGL consulting Ltd)
	Ekundayo Mesagan	Mesagan, E. P. & Emmanuel, P. M. (2023). Can Energy Transition Improve Environmental Sustainability and Lower Energy Poverty in Africa? The Relevance of Governance. Conference paper in "Energy Evolution, Transition and Reform: Prospects for African Economies", July 9th-11th 2023, PTFD Conference Auditorium, 2 Memorial Drive, Central Business District, Abuja, Nigeria.



## School of Science and Technology

The School of Science and Technology (SST) is a community of people committed to creating and transmitting knowledge and competencies in science, engineering and technology by “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”.

### What We Do

Provide practice-based, student-centered and industry-relevant programs that address technical expertise, industrial management and ethical responsibility.

solutions to industry problems and enhances engineering pedagogy.

Develop partnerships and engage with relevant stakeholders through applied research that provides

Provide entrepreneurship education along with science and engineering education.

### PERSONNEL INFORMATION

No. of Staff	Academic Staff	Professional Staff	Total
	16	9	25

### On-Going Doctoral Programmes

Name of Staff	Programme (Area of Specialisation)	University
Akudo Ijezie	Ph.D Industrial Mathematics	University of Benin
Mr. Moses Bello	Ph.D Computer Science	University of Lagos
Mr Taiwo Amoo	Ph.D Computer Science	University of Lagos

### SUMMARY OF PARTICIPATION IN DEGREE PROGRAMMES

Programmes	Number of Students
Computer Science ( B.Sc)	212
Electrical/Electronic Engineering (B.Sc.)	66
Mechanical Engineering (B.Sc.)	78
Total	356



## FACULTY PUBLICATIONS INCLUDING WORKS ACCEPTED FOR PUBLICATION

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 2021/2022)

### Journal Articles

Dioha, M., Edomah, N., Caldeira, K., 2022. Fixing the Disconnect Around Energy Access. *Issues in Science and Technology*. 38 (2), 151–56.

Edomah, N., 2022. Rural electrification in Africa: A case study of Yebu community solar minigrid. *Environmental Research Infrastructure and Sustainability*. <https://doi.org/10.1088/2634-4505/ac9014>

Edomah, N., 2022. Can a shift to electric vehicles fast track Africa's energy transition? *Joule* 6, 715–717. <https://doi.org/10.1016/j.joule.2022.03.002>

Edomah, N., 2023. Who triggers change? Social network mapping, stakeholder analysis and energy systems interventions in Nigeria's electricity sector. *International Journal of Sustainable Energy Planning and Management*, 37, 5 – 20. <https://doi.org/10.54337/ijsepm.7246>

Pavanelli, J.M.M., Sang, E. V., de Oliveira, C.E., dos Reis Campos, F., Lazaro, L.L.B., Edomah, N., Igari, A.T., 2023. An institutional framework for energy transitions: Lessons from the Nigerian electricity industry history. *Energy Research and Social Science*. 97.

<https://doi.org/10.1016/j.erss.2023.102994>

Schiffer, A., Greene, M., Khalid, R., Foulds, C., Vidal, C.A., Chatterjee, M., Dhar-Bhattacharjee, S., Edomah, N., Sule, O., Palit, D., Yesutanbul, A.N., 2022. Brokering Gender Empowerment in Energy Access in the Global South. *Buildings & Cities* 3, 619 – 637. <https://doi.org/10.5334/bc.236>

### Conference Papers

Bolu, C. A., Domfang, C., Obiazi, A., Falade, F., Musa, T. A., Alinaitwe, H., ... Wara, S. T. (2022). Appropriate Online Laboratories for Engineering Students in Africa. In 2022 IEEE IFEES World Engineering Education Forum - Global Engineering Deans Council (WEEF-GEDC). <https://ieeexplore.ieee.org/document/9996272>

Fernando Jiménez-Villarejo Díaz; Christian A. Bolu; George Ihenacho; Darlington Agholor, (2022), Improvement of Student-centred Experiential Learning in Thermofluids Laboratory Practices, 2022 IEEE IFEES World Engineering Education Forum - Global Engineering Deans Council (WEEF-GEDC) 2022, Page(s):1 –5, DOI: 10.1109/WEEF-GEDC54384.2022

### Major Activities

The pioneer Master's in Data Science programme started, with 14 students

The Students Industrial Work Experience (SIWES) ended after 9 weeks of intense work. The Managing Director of Nigalex was part of the closing ceremony/exhibition of projects.

Prof Kingsley Ukaoha, Mr Sochukwuma Nwokoye, Dr Daniel Okojie, Mr Uche Okoro, joined the SST faculty as full-time faculty members.

Several guest lecturers were invited, including:  
Mr Oise Oikelomen (Senior Technology Tracking Officer)

## ACCREDITATIONS AND RANKINGS

Electrical/Electronic Engineering (Full Accreditation)

Computer Science (Full Accreditation)

Mechanical Engineering (Interim Accreditation)

## Research Grants Obtained

Research Grants Obtained  
European Commission (EU) (2023 – 2024)  
Project Name: GreenVETAfrica  
European Commission Focus:  
Green Waste Management and Micro-  
Entrepreneurship Vocational Education and Training  
(VET)

Target Countries:  
Nigeria and Ghana  
Grant Amount:  
€360,000  
Additional Details:  
Further information is available on the project website:  
GreenVETAfrica Project



## INSTITUTE OF HUMANITIES

The Institute of Humanities ensures that students of Pan-Atlantic University devote time to liberal studies and an array of programmes that ensure their all-round formation as human persons. Subjects such as; Logic, Philosophy and Human Existence, Introduction to Theology, World Civilizations, Communication in English, Peace Studies, Conflict Resolution, and General Ethics, Contemporary Health Issues and Philosophical Anthropology are allocated to the unit.



## PERSONNEL INFORMATION

No. of Staff	Administrative	Graduate Assistant	Academic	Total
	2	1	11	14

### On-going Doctoral Programmes by IoH Faculty

S/N	Name of Staff	Programme(Area of Specialisation)	University
1	Ifeyinwa Awagu	Media and Communication (Culture and Creativity)	Pan-Atlantic University
2	Celestine Kezie	Philosophy of Media and Communication (Media Ethics)	University of Ibadan
3	Andrew Onwudinjo	Ethics, Metaphysics, Anthropology	University of Lagos
4	Obinna Ikejimba	Management (Business Ethics)	Pan-Atlantic University



## Major Events and Activities

### IOH Conference on Human Dignity

#### Conference Theme- Promoting, Protecting, and Preserving Human Dignity through Media Practices

The IOH Human Dignity Conference interrogates how the media can engender a safe space for every human irrespective of class, gender, race, minority or majority. It examines the threats to human dignity and the main challenges faced by media practitioners in building an inclusive and stable society. The media communicates human dignity through different genres and forms, but to what extent do these measures restore human dignity in contemporary globalized spaces? It was a 2-day online conference on August 18th and 19th 2022.

IOH organized a Faculty Workshop titled Technology in Pedagogy. (21st February 2023). The Objective of the Workshop was to engage faculty members with the use of Technological tools in enhancing Class engagement. review the grant writing process with Theoretical and Practical sessions.

The Unit organizes a monthly Academic Seminar where Faculty members present a paper, the academic seminar has been ongoing since November 2022 till present, the paper titles and the facilitators are below;

- Dr. Emmanuel Nzeaka- Strategic Communication and Modality: The Challenge of Audience Perspective. (November 2022)
- Mrs. Ifeyinwa Awagu- Exploring the management of Intellectual property right in research engagement dissemination and Utilization of research output. (January 2023)
- Dr. Ogechi Ekechi- A Social Semiotic Analysis of Congratulatory Message in selected Nigeria Newspaper (February 2023)
- Dr. Adaora Onaga- The effectiveness of anti-corruption training in Nigeria (March 2023)
- Mr. Celestine Kezie- Individualism Versus Collectivism: The Mediation of Human Solidarity (April 2023)
- Dr. Ogunyemi Omowunmi- Exploring Dominant emotional contribution to corruption in an emerging economy (May 2023)
- Dr. Ruth Oji- Terrorism in Flux: A Historical Pragmatic Tracing of Boko Haram Operation in Nigeria (June 2023)

### Trainings/Developmental Programmes attended

#### Dr. Adaora Onaga

Humanistic Leadership Academy- April 2023

#### Dr. Ogechi Ekechi

Sage Authors Resources- How to get published Webinar Series Conferences and Networking (July 19 & August 2, 2023)

#### Mrs. Uzoma Okoro

Participant, 4th Annual Emerging and Early Career African Scholars Research Training Academy by Human Science Research Council (HSRC) in partnership with the University of Zululand, University of Pretoria and Sol Plaatje University.

#### Appointments

#### Dr. Adaora Onaga

1. Chapter Lead Humanistic Management Network – October 2022
2. Member, International Board of Directors, Humanistic

Management Network- November 2022.

3. Member, University Management Council, Pan-Atlantic University, Lagos, Nigeria- Feb 2023

4. Member Senate Committee for the Implementation of the Core Curriculum Minimum Academic Standards (CCMAS)- Jan 2023

5. Senate Member, Pan-Atlantic University, Lagos, Nigeria- June 2022

#### Dr. Ruth Oji

Associated member of the Africa Center for Transregional Research (ACT) University of Freiburg, Germany.

An award for Distinguished Teaching in Journalism from the African Tech Alliance Forum

#### Nzeaka, Emmanuel Ezimako

1. Doctor of Philosophy Ph.D. In Media and Communication (2023), Pan Atlantic University Lagos.

## Conferences Attended

### Dr. Adaora Onaga

Education Collaborative, June Convening, Accra Ghana, June 2023

Cartoon Case Writing by the Case Center- March 2023

Successful Case teaching by the Case Center, online, January 17-20, 2023.

Open Peer Reviewers in Africa Workshop, Africa Bioethics Network August 2022.

16th National Conference of Catholic Medical Practitioners of Nigeria. 'Strategies for Improving Health Worker Status in a Challenging World'. 16th-17th July 2022.

### Dr. Ogunyemi Omowumi

Towards a Philosophical Society, at Purely Chase Center Mancetter Warwickshire, UK, June 2023

16th Annual Conference of the International Society for MacIntyrean Enquiry at the University of Navarra, Pamplona, Spain. June 2023

21st BEN-Africa Annual Conference in Kagali Rwanda, November 2022.

### Dr. Ruth Oji

Universite Libre De Bruxelles in Brussels, Belgium, the Solbosch Campus, July 2023.

The Pragmatics Association of Nigeria (PrAN), held at the Ajayi Crowther University, Oyo State, March 2023

### Dr. Ekechi Ogechi

SOAS GLOCAL AFALA 22 Conference at University of Nairobi, Kenya October 2022.

### Mr. Celestine Kezie

BAASANA 2023 International Conference at Benson Idahosa University, Benin Edo State. July 2023

### Mrs. Uzoma Okoro

Department of Languages and Literature. Lead City University Ibadan. March 2023

### Mr. Obinna Ikejimba

BAASANA 2023 International Conference at Benson Idahosa University, Benin, Edo State. July 2023



## Community Engagement

### Mrs. Uzoma Okoro

English Teacher, Pan-Atlantic University, Lagos and Ibeju-Lekki Local Government with Ibeju-Lekki Local Government Senior Secondary School Tutorial Program–April 2022 till date

Project Coordinator, Community Service Project Club, Pan-Atlantic University collaboration, career mentorship session for Senior Secondary Students for the beneficiaries of the Pan-Atlantic University and Ibeju-Lekki Local Government Senior Secondary School Tutorial.

### FACULTY PUBLICATIONS INCLUDING WORKS ACCEPTED FOR PUBLICATION

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 2021/2022)

#### Journal Articles

Bella-Awusah T, Onaga A. Improving Resilience in Youth During Difficult Times. *Int. J. School. Health*. 2023;10(2):2-3. doi: 10.30476/INTJSH.2023.98443.1300.

Irabor, B. P., & Onwudinjo, A. (2022). Ethical Responses to a Changing World of Axiological Questions. *Journal of African Studies and Sustainable Development*.

Kezie, C. C. (2023). Rethinking Environmental Ethics in Contemporary Africa in The Light of Uwa Bu Ogbu in the Igbo Metaphysics of Environment. *Journal of African Studies and Sustainable Development*, 6(3), 2023. ISSN Online: 2630-7073, ISSN Print: 2630-7065. <https://www.apas.africa/journals.php>

Kezie, C. C. (2023). "Individualism Versus Collectivism: The Mediation of Human Solidarity" *Oracle of Wisdom Journal of Philosophy and Public Affairs*. Vol. 7 No. 1, June 2023, pp. 75 - 92. <https://acjol.org/index.php/owijoppa/issue/view/273>

Nzeaka, E. E., Ehondor, B., & Edowason, A. P. (2022). Media and Endemic Corruption in Nigeria: A Scrutiny of the Role of the Print Media in the War Against Corruption. *International Journal of Development and Management Review*, 17(1), 174. <https://dx.doi.org/10.4314/ijdmr.v17i1.11>

Nzeaka, E. E. (2023). Media Policies and Control under Colonial and Military Regimes in Nigeria. *Global Media Journal*; Hammond, 21(61), 1-6. <https://doi.org/10.36648/1550-7521.21.61.355>

Onwudinjo, A. (2023). Towards an Indigenous Philosophy of Education for Nigeria. *AKU: An African Journal of Contemporary Research*, 4(4).

Onwudinjo, A. (2023). A Cosmopolitan Perspective on Obligatory Vaccination, Migration and Mobility. *AKU: An African Journal of Contemporary Research*, 4(2).

Onwudinjo, A. (2023). On the Justice of Limits: A Critique of Nozick's Entitlement Theory of Justice. *AMAMIHE: Journal of Applied Philosophy*, 21(4), 72.

Onwudinjo, A. (2023). Misinterpretation of Being as the Fundamental Source of Social Unrest 2023. *African Studies and Sustainable Development*, 195

Onwudinjo, A. (2023). The Interplay of Law, Security and Development In Hart. Igwebuikie, 142

Onwudinjo, A. (2023). On Being and Non-Being: Implications for Crisis/Conflict Resolution. *AJAP-AMAMIHE Journal of Applied Philosophy*, 21(1)

#### Book chapters

Elegido, J. M. 2020. The ethics of pricing. In Eagle, L., Dahl, S, De Pelsmacker, P, and Taylor, C.R. (Eds.), *The SAGE Handbook of Marketing Ethics*. Thousand Oaks, CA, Sage Publications, pp. 399-410.

Oji, R. K. B. (2023). Locutions of Educated Nigerian English in Selected Instagram Blogs. In A. Buregeya, F. O. Unuabonah, A. Odebunmi, & K. Agyekun (Eds.),

*Pragmatics of African Varieties of English*. DeGruyter Mouton. In Press.

Okoro, U. (2023). A corpus-based critical discourse analysis of the rhetoric of part three in "The Catechism of the Catholic Church." In *Christain and Society: Essays in Honour of Archbishop Margaret E. Benson Idahosa at 80*, Benson Idahosa University.



## Conference Paper Presentation

Adaora Onaga

Onaga A. I. (2023, June 19-20), Managing suffering in organizations; the role of intelligent virtue. (Paper Presentation) 22nd International Symposium on Ethics, Business, and Society; The Role of Ethics in Turbulent Times: Rationality and Virtues in Decision-making.

Onaga A.I (2023, June 1-3), 'Personal and Professional Values in the Physician's Encounter with Suffering: The Role of Education' (Paper Presentation), Asia Pacific Bioethics Education Network (APBEN) Congress 2023 on Advancing Healthcare Quality and Safety through Improved Ethics and Professionalism Capacities.

Ogunyemi Omowumi

O. Ogunyemi (June 2023) Towards a Philosophic Society. "Narrative Self-Understanding: Exploring points of Confluence in Plato and African Storytelling."

O. Ogunyemi (June 2023) "Self-Governance and Narratives: Exploring Traditional Practices for Leadership (Paper Presentation)

Uzoma Okoro

Okoro, U. (2023). "Asserting linguistic identity through Nigerian African-popular music", presented in Rethinking Language and Literature as Problem Solving Tools in the 21st Century, an International Multi-disciplinary Conference by Lead City University, Ibadan.

Ekechi Ogechi

The Sociopragmatics of Imprecatory Prayers and the Nigerian Cultural Concept of Enemy in the Contemporary work" AFALA Conference, Nairobi Kenya, October 2022

## Books

Celestine, C. Kezie & Obinna, A., Ikejimba, A Beginners Guide to Logic & Critical Thinking Pan-Atlantic University Press (accepted and under review by Pan-Atlantic University Press).

Obinna Ikejimba

Obinna Ikejimba (2023) Globalizing E-Waste, Planned Obsolescence and Ethical Responsibility. A Paper presented at the Business and Applied Sciences Academy of North America (BAASANA) 2023 International Conference, at Benson Idahosa University, Benin City, Edo State

Ruth Oji

Oji, Ruth Karachi Benson. 2023. Locutions of Educated Nigerian English in Selected Instagram Blogs. In Buregeya, A., Unuabonah, F. O., Odebunmi, A., & Agyekun, K. (eds), Pragmatics of African Varieties of English. DeGruyter Mouton. In Press.

Oji, Ruth Karachi Benson 2023. The Pragmatics Association of Nigeria (PrAN), held at the Ajayi Crowther University, Oyo State, "African Mothers and Home Violence: A Critical Pragmatics and Multimodal Perspective"

Celestine Kezie

Celestine, C., Kezie (2023). Ethics and Public Policy in Nigeria: A Personalist-Virtue Ethics Approach. A Paper presented at the Business and Applied Sciences Academy of North America (BAASANA) 2023 International Conference, at Benson Idahosa University, Benin City, Edo State.

Elegido, J. M. (2022). Issues in Media Ethics. Lagos, Pan-Atlantic University Press.

Kezie, C. C., & Ikejimba, O. A. (2023). A Beginners Guide to Logic & Critical Thinking. Pan-Atlantic University Press (Under review by PAU Press).

### Conference Papers

Celestine, C., Kezie (2023). 'Ethics and Public Policy in Nigeria: A Personalist-Virtue Ethics Approach'. A Paper presented at the Business and Applied Sciences Academy of North America (BAASANA) 2023 International Conference, at Benson Idahosa University, Benin City, Edo State.

Ekechi, J. O. (2022) The Sociopragmatics of Imprecatory prayers and the Nigerian Cultural Concept of 'Enemy' in the Contemporary World. A paper presented at the 2022 SOAS GLOBAL AFALA Conference in Nairobi, Kenya.

Onaga A. I. (June 2023), Managing suffering in organizations; the role of intelligent virtue. The Role of Ethics in Turbulent Times: Rationality and Virtues in Decision-making.

Oji, Ruth Karachi Benson. 2023. Locutions of Educated Nigerian English in Selected Instagram Blogs. In Buregeya, A., Unuabonah, F. O., Odebunmi, A., & Agyekun, K. (eds), Pragmatics of African Varieties of English. DeGruyter Mouton. In Press

R. Oji (March 2023) "African Mothers and Home Violence: A Critical Pragmatics and Multimodal Perspective"

Okoro, U. (2023). "Asserting linguistic identity through Nigerian African-popular music", presented in Rethinking Language and Literature as Problem Solving Tools in the 21st Century, an International Multi-disciplinary Conference by Lead City University, Ibadan

Onaga A.I (2023, June 1-3), 'Personal and Professional Values in the Physician's Encounter with Suffering: The Role of Education' (Paper Presentation), Asia Pacific Bioethics Education Network (APBEN) Congress 2023 on Advancing Healthcare Quality and Safety through Improved Ethics and Professionalism Capacities

Obinna Ikejimba (2023) Globalizing E-Waste, Planned Obsolescence and Ethical Responsibility. A Paper presented at the Business and Applied Sciences Academy of North America (BAASANA) 2023 International Conference, at Benson Idahosa University, Benin City, Edo State

O. Ogunyemi (June 2023) Towards a Philosophic Society. "Narrative Self-Understanding: Exploring points of Confluence in Plato and African Storytelling.

O. Ogunyemi (June 2023) "Self-Governance and Narratives: Exploring Traditional Practices for Leadership (Paper Presentation)

### Grant Report

Ogunyemi K, Ogunyemi O, Onaga A, Osa-Edoh A, Chibueze C (2022), Numbers and Words: Investigating the effectiveness of anti-corruption training in Nigeria (CIPE/GBSN report). <https://gbsn.org/what-we-do/projects/act-research/>





## ENTERPRISE DEVELOPMENT CENTRE

### INTRODUCTION

Enterprise Development Centre provides capacity building and support services to aspiring and established entrepreneurs across Nigeria and developing students' entrepreneurial mindset across Pan-Atlantic University. Increasingly, EDC is deepening its research and publication effort and evidence-based advocacy in the SME sector.

Apart from the regular broad intervention in the SME space, EDC has intentionally focused on youth and women-led businesses. This reporting year magnifies

such effort as we began implementing the transforming Nigerian Youths programme in partnership with the Mastercard Foundation- Young Africa Works. The bringing together of the Directors of Enterprise Centers by the National University Commission also has a positive impact on peer-to-peer learning and experience sharing. Several collaborations are already evolving, and the enterprise agenda through Nigerian Universities is slowly becoming a reality.

### FOSTERING YOUTH ENTERPRISE CULTURE

#### PAU Undergraduate Programme

The course on Entrepreneurship has been designed for Undergraduates to learn about the principles of entrepreneurship. It offers a practical perspective on the principles of entrepreneurship while emphasizing its profound societal importance. By exploring innovative solutions to everyday challenges, students not only gain insights into the entrepreneurial process but also discover how they can potentially engage with it in their future careers.

The students are grouped into groups of 8-11, paired from the different departments to come up with a solution that can be valuable in the market. The groups

will be paired with a mentor and will work with them to perfect their solutions which they must present during the "PAU Demo Day". The top 5 of the best solutions will be selected for 2 months of intensive support and thereafter the top 3 will be awarded seed funding.

#### PAU DEMO Day

The PAU Demo Day is a formal reveal of the ideas/solutions created during the academic session. The student groups showcase their ideas to investors. The PAU Demo Day increases exposure facilitates connections with potential partners and unlocks additional resources for the undergraduates.



### **National Entrepreneurship Cup**

National Enterprise Challenge is an initiative of the Directors of Entrepreneurship Centers across Nigerian Universities and is being supported by the National Universities Commission (NUC). The competition is open to all current students irrespective of their field of study, undergraduate or postgraduate, full-time or part-time. They must however be studying in a Nigerian University.

National Enterprise Challenge 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.

As part of the process, finalists were required to send a 3-minute video of their pitch which will be uploaded for general viewing and voting by the public. Results from the public vote will constitute 30% of the total marks. The remaining 70% was decided during the Global Entrepreneurship Week hosted by EDC which was held from the 16th –the 22nd of November 2022.

### **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 changemakers, particularly youths and women, across the Micro, Small and Medium Enterprises (MSMEs) sector across all 36 states in Nigeria.

The intervention will provide additional support and professional services to the top 5% of the 40,000 beneficiaries who have gone through the capacity-building phase and have the potential to create at least 5 jobs, annually over the five-year project period.

The programme in its fourth year had a total of 40,222 active learners and about 5,925 learners were paired with Business Development Service Providers (BDSPs). The BDSPs help to solve business challenges ranging from business registration, web development, access to finance, NAFDAC registration, etc.

During the period under review, the programme has explored various collaborations/partnerships at different

levels. EDC has reached out and started conversations with various State Governments and institutions in a bid to recruit more youths and create employment.

### **Embedded Enterprise Education**

This initiative supported by the Mastercard Foundation is aimed at filling the gap in running sustainable entrepreneurship centres in Nigerian universities. It also aims to develop the capacity of the Directors of these centres to stimulate an entrepreneurial mindset within their various institutions and learn how best to deliver entrepreneurship training across their universities from each other. During the period under review, a total of 2 learning journeys were organized and about 72 enterprise educators have been impacted during the period under review.

## **CAPACITY BUILDING PROGRAMMES**

### **Providus Bank SME Challenge**

The Providus Bank SME challenge is an initiative of EDC and Providus Bank. It aims to equip small and medium-sized enterprises (SMEs) with the skills and competencies required to run their businesses profitably, defend sound and viable business proposals, efficiently fund utilization trade, access to markets, and prepare the SMEs to access funding.

### **DBN Entrepreneurship Programme**

The Development Bank of Nigeria Entrepreneurship Programme is an initiative of the Development Bank of Nigeria (DBN) aimed at equipping micro, small and medium enterprises (MSMEs) with skills and competencies to defend sound and viable business proposals, improve their ability to access the available credit and improve their capacity for efficient funds utilization, trade, investments and access to markets.

This programme is focused on building resilience in MSMEs which will enhance the entrepreneurial and managerial competencies of Nigerian MSMEs towards building sustainable business practices as they continue in their efforts to reignite the Nigerian economy.

- A Nigerian
- 18 years and above
- Own a viable business that is registered and operated in Nigeria
- A for-profit business from any sector
- Educated with minimum qualification of Ordinary National Diploma (OND)
- Able to carry out the application process online
- Committed to the training schedule, physically and virtually, once accepted

Fifty SMEs who met the above criteria participated in the face-to-face training programme and the one-on-one business advisory sessions. As part of the DBN Entrepreneurship Programme for this year 2022, the participants pitched their businesses to a panel of Judges.

Based on the agreed criteria, the judges selected the top 7 businesses that were awarded grants for their businesses.

#### **MTN Foundation Y'ellopreneur Programme for Women**

The MTN Y'ellopreneur Programme has been designed to provide capacity-building for 500 women entrepreneurs to help them structure their businesses. The programme was implemented in collaboration with the MTN Foundation, the Bank of Industry, and the EDC. Upon completion of the training, 200 women-owned businesses were selected to access funding for their businesses.

#### **Healthcare Management Programme**

The Health Management Programme (HMP) is a 5-week blended programme spread across four months. The programme aims to bridge the gap between medical practice and business management by equipping healthcare professionals/enthusiasts with the entrepreneurial skills required to manage healthcare businesses successfully. The HMP usually runs twice a year. During the period under review, 49 healthcare practitioners and enthusiasts were trained in HMP 9 and 60 were trained in cohort 10 respectively.

### **CONTINUOUS LEARNING AND NETWORKING MEETINGS FOR ALUMNI**

#### **Management Refresher Programme**

This programme offers a networking platform that spans various EDC classes, creating opportunities for peer-to-peer learning. It proves advantageous for individuals

#### **Lagos State Health Commission collaboration on HMP**

In pursuit of excellence in service delivery and staff competency enhancement, the Lagos State Health Commission, under the visionary leadership of Dr. Ademuyiwa Eniayewun, Permanent Secretary, and with generous sponsorship from the Bank of Industry (BOI), successfully enrolled 100 medical personnel in the Healthcare Management Programme at the Enterprise Development Centre from 2022 - 2023.

#### **Executive NHIA Leadership Development Program (ENLDP)**

The National Health Insurance Authority (NHIA) in partnership with EDC delivered a Leadership Development training programme in batches for Executive and Senior level managers of NHIA in partnership with NHIA implementation partner, Results for Development.

The 3-Day Leadership training programme, titled, Executive NHIA Leadership Development Programme (ENLDP), is encapsulated in NHIA's overall strategy to develop a critical mass of leaders and change agents at various levels within the organization.

ENLDP is part of a proposed nine-month hybrid training programme in partnership with EDC, called the NHIA Leadership Development Programme (NLDP) aimed to develop and build the capacities of senior and middle-level managers with the requisite skills and competencies to lead and manage health management initiatives & programmes within Nigeria.

The Executive NLDP aimed to serve as a medium to onboard the executive team of NHIS into the NLDP and position them to serve in the capacity of coaches and mentors.

EDC has so far trained:

- 40 Participants including 14 General Managers, 9 Zonal/State Coordinators and 17 Programme Coordination team members.
- 37 NHIA State Coordinators
- 34 State Social Health Insurance Authority CEOs

with limited years of experience, as they can learn from those who have more industry tenure, and vice versa. It had 23 people in attendance from various CEM cohorts.

### Network Meetings for Alumni

S/N	Events	No of participants
1	Economic Outlook: January	81
2	Economic Outlook: February	92
3	SME Round Table	48
4	Alumni Hangout across EDC Programs	52
5	International Women's Day Lagos	91
6	NAFDAC Information Session	28
7	SME Business Clinic	41
8	Managing Business Dynamics in Real Estate	200
9	Conversation with the CEO	27

### INCREASING OUR SUPPORT TO SMES

#### Oxfam in Nigeria:

##### Work-in-Progress Programme

The partnership between EDC and Oxfam on the work-in-progress programme is currently in its eighth 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. 34 participants benefitted from the programme this year.

##### STANDARDIZING BDSP SERVICES

In the last 20 years, the provision of business development services (BDS) to our members on specific projects such as Goldman Sachs 10,000 women, World Bank Women-X, Oxfam Work-in-progress, etc., has 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's capacity in this space was further strengthened with the support of the Small and Medium Enterprise Development Agency of Nigeria (SMEDAN), the government agency responsible for SME policy development, enabling the business environment and public sector support in Nigeria. EDC thus became one of the two accredited institutions to train BDS providers in Nigeria. About 155 BDS providers have been trained and have gone through our accreditation process categorized into three levels- beginners, associates, and professionals during the period under review.

##### Expert-in-Residence (EIR) Sessions

These are business clinics during which SMEs can consult with our experts who specialize in various aspects of business management. With an hourly session, challenges 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 conducted both physically and virtually. This has enabled us to reach out to SMEs beyond Lagos and Abuja, where we have traditionally conducted such sessions. We also introduced a quarterly SME Solution Day for EDC life members where members meet and are introduced to various business solutions/experts that can help with their businesses. Over 450 EIR sessions were conducted in the period under review.

##### 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 aired over the last nine years, aims to increase SMEs' access to entrepreneurial "live case studies" and inspire them from the stories of others. The programme serves as a promotional tool for the SMEs featured as well as for EDC. EDC continues to expand its media partnerships to increase SMEs' access to the programme.



## GOING STRONGER IN GENDER

### International Women's Day

Every year, on 8th March, women are celebrated globally. EDC keyed into the year's theme titled "Breaking the Bias" to provide a networking opportunity for women, creating an avenue for possible collaborations, and continued growth in all works of life. EDC helped mini-conferences and workshops with experienced speakers across two locations physically and virtually (Lagos and Abuja). A total of 195 women participated in the IWD events across the two locations and virtually.

### Sustainable Ministries for Sisters- SMS

The Sustainable Ministries for Sisters Programme currently in its second cohort is a collaborative initiative between EDC and the Conrad Hilton Foundation, aimed at building the capacity of nonprofits to shift their thinking towards social entrepreneurship where societal

problems are being solved using an entrepreneurial framework thus increasing their chances of sustainability. The program runs from 2021- 2024 with 25 Reverend Sisters in each cohort.

- It is a 4-phased programme which comprises of:
- Self-paced and facilitator-led online learning
- 5 days face to face learning
- 3 weeks' internship
- One-on-One Business Advisory

Ultimately, the sisters will be required to submit a business plan and based on the review of the business plan, 20 out of the 25 of them will be given small purse grants to assist in jumpstarting or boosting their ministries.

## Cherie Blair Foundation for Women

### ROAD TO FINANCE

Road to Finance is a collaborative venture between the Cherie Blair Foundation for Women in partnership with ExxonMobil Foundation.

The programme is for ambitious women entrepreneurs of any industry or business size, who are at the early growth stages of business development and ready to access finance for their businesses, with a vision to grow sustainably.

The Road to Finance commenced in February 2023 and the objective of the training was to impact 40 women entrepreneurs who had been part of the Road to Growth

programme delivered by EDC to access the blended learning over 4 weeks.

Selection Criteria:

Women entrepreneurs or in the core leadership team (CEO, COO, CFO, etc.)

- With an operating business for over 2 years
- With access to the internet and laptop/tablet
- Looking for finance to grow their business.
- Turnover of a minimum of N2 million
- Location: should be based in Lagos

## RESEARCH AT EDC

### ROAD TO FINANCE

EDC research unit promotes the acquisition and dissemination of knowledge, bridging the gap between theory and practical application. The Centre takes pride in being a thought leader, pioneering research that forms the basis for data-driven insights and information

tailored to support the entrepreneurship ecosystem. This objective is achieved by conducting research, facilitating seminars, webinars, and workshops, and engaging relevant stakeholders through interactive forums and roundtable discussions.

## Publications by the Centre

### Journal Article

Bamkole, P., Ibeku, S., & Fakunmoju, A. (2022). A Review of Interactive Voice Response System for Enterprise Education. *Journal of Business & Economic Analysis*, 5(2), 197-209.

### Book Chapters

Bamkole, P., Ibeku, S. (2022). (In) Visible Leadership: Economic Growth and SMEs. In: Ogunyemi, K., Atanya, O., Burgal, V. (Eds) *Management and Leadership for a Sustainable Africa*, (1). Palgrave Studies in African Leadership. Palgrave Macmillan, Cham.

Okekearu, N., & Ibeku, S. (2023). Ethical Leadership in Time of Crises: Implications for Small Business Leaders. In Ogunyemi, K., & Onaga, A.I. (Eds), *Responsible Management of Shifts in Work Modes–Values for Post-Pandemic Sustainability*, (2), Emerald Publishing Limited.

### Blog Article

Okekearu, N. (2022). Strategies for Teaching Adult Learners. *Grow, Learn, Connect*. <https://www.growlearnconnect.org/blogs/strategies-teaching-adult-learners>

### Industry Report

Development Bank of Nigeria, (2022). Annual Monitoring and Evaluation Report of End-borrowers and Participating Financial Institutions.

Impact Credit Guarantee Limited, (2022). Triennial Monitoring and Evaluation Report of End-borrowers and Participating Financial Institutions.

### Case Studies

EDC in collaboration with the PharmAccess Foundation has developed a case study on –the Federal Medical Centre, Ebute Metta.

Also, in collaboration with the Standard Chartered Bank

of Nigeria, the Centre has developed three case studies -

Okekearu, N., & Fakunmoju, A. (2023). Better Together Diversity, Equity and Inclusion

Okekearu, N., & Fakunmoju, A. (2023). Building sustainable SMEs One System at a Time

Okekearu, N., & Fakunmoju, A. (2023). Leaving no Woman Behind.

### Research & Collaborations

In collaboration with Oxfam in Nigeria, three separate reports on the pillars of circular economy have been published-

Key Strategies for Implementing Circular Economy

Rethinking Business Models

Design for the Future.

### CONFERENCES

Nneka Okekearu attended the ANDE Global Annual Conference that was held from September 13th – September 15th, 2022.

Nneka Okekearu attended the Learning & Development Africa Conference as Chair held in Accra, Ghana from October 6th – 7th, 2022.

Halima Rabiou attended and spoke at the LagosMums x Mother Honestly Prosper Summit 2022: Work and Life Realities which took place on Saturday, October 18th, 2022.

Two members of the EDC Staff, Nneka Okekearu and Adeola Alafia represented Pan-Atlantic University as chair of the Entrepreneurship track at the Education Collaborative June convening from the 13th – 17th June 2023. This conference took place at Ashesi University in Accra, Ghana.

### Programme Participation

S/N	Programme	No of participants
1	Certificate in Entrepreneurial Management (CEM 54)	35
2	Certificate in Entrepreneurial Management (CEM 55)	55
3	Certificate in Entrepreneurial Management (CEM 56)	58
4	Certificate in Entrepreneurial Management (CEM A24)	23
5	Certificate in Entrepreneurial Management (CEM A25)	23
6	Certificate in Entrepreneurial Management (CEM A26)	23
7	Health Management Programme (HMP 9 and 10)	109
8	OXFAM Work-in-progress 8	34
9	Growth Enterprise Programme 9	29
10	Essential Management Skills Training	59
11	Business Development Service Providers Certification (Beginners)	16
12	Business Development Service Providers Certification (Associates)	139
13	NHIS Leadership Training	28
14	Open Seminar: Leadership	15
15	Various events (Networking events, Sharefairs, Marketplace, Creative Business Summit, Agrohack competitions, International Women's Day)	12,376
	<b>Total</b>	<b>13,022</b>

### Honours, Appointments and Recognitions to Staff

Olawale Anifowose joined the Board of the Nigerian Anzisha National Council

Nneka Okekearu was appointed as a member Enugu State Transition Committee

### PERSONNEL INFORMATION

No. of Staff	Staff	NYSC/Interns	State Coordinators	Total
	29	7	2	38



## STAFF DEVELOPMENT

### Programmes/Conferences attended by EDC Staff

The following staff Obianuju Okafor and Stanley Ibeku participated in the Certificate in Entrepreneurial Management programme.

Obianuju Okafor and Halima Rabiou participated in the Crowding Funding Training of Trainers Courses facilitated by AFFORD UK.

Olawale Anifowsoe and Graham Ekoh participated in the ANDE West Africa Investment Manager Training.

The following staff participated in a Trainers of Trainers Social Impact course facilitated by: Nneka Okekearu, Dr. Olawale Anifowose, Nnenna Ugwu, Adeola Alafia.

## NOTABLE GUESTS

Higher Education Institution executives from Nigeria and Ghana converged at the Centre for the Education Collaborative convening.

Prof. M. N. Sambo: Director General, National Health Insurance Authority (NHIA)

Dr. Ademuyiwa Eniayewun: Permanent Secretary, Lagos State Health Commission

Dr. Hope Uweja, former Country Director, R4D

Carmen Rossouw: GEC+ Africa Project Lead

Mahlatse Tolamo: MD, GEN South Africa





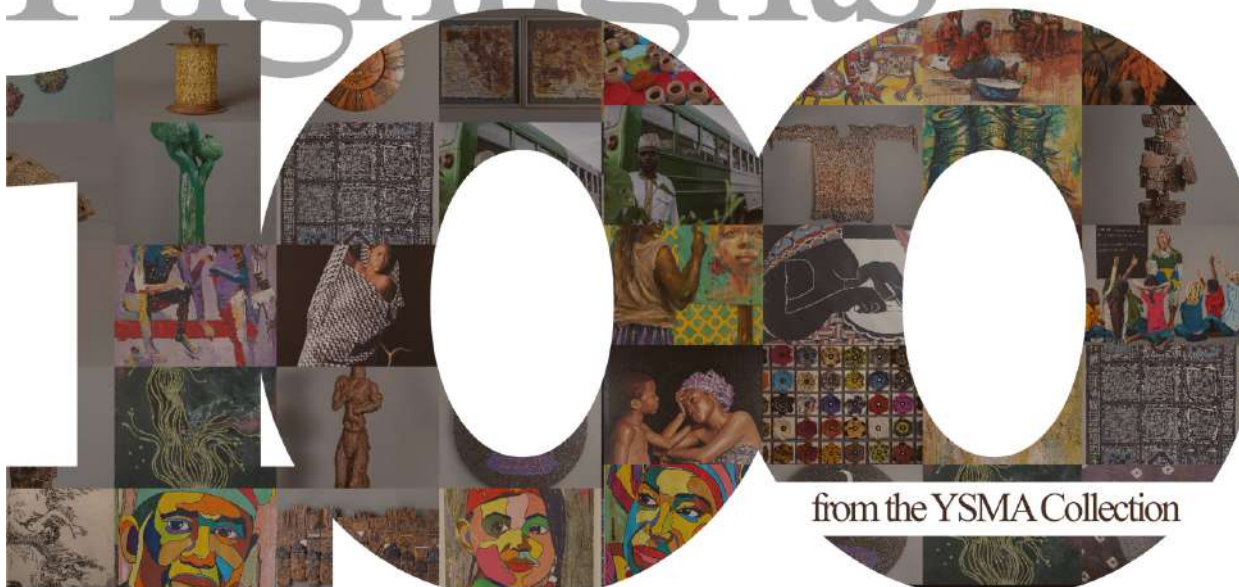
**Yemisi Shyllon Museum of Art**

## **PUBLICATION**

In November 2022, YSMA published a book that highlights 100 artworks from her permanent collection. This book highlights 100 works from the collection of the Yemisi Shyllon Museum of Art of the Pan-Atlantic University, a collection that spans traditional, modern, and contemporary periods of Nigeria's art history and includes two and three-dimensional works using media

such as wood, metal, clay fiberglass, paper, canvas, textile, and repurposed waste objects, among others. With our mission of service ever in mind, this book is one more way of bringing the YSMA collection closer to a range of audiences and creating experiences of an educational nature

# Highlights





SCHOLARSHIP



In February 2023, Solomon Nkwagu won a scholarship from the São Paulo School of Advanced Science to participate in the 10-day summer conference on the Bicentennial of Brazilian independence.



PERSONNEL INFORMATION

No. of Staff	Professional	Intern	Total
	7	1	8







# **PAN-ATLANTIC UNIVERSITY**

***...Continuing a Culture of Excellence***

**Main Campus:**

Km 52, Lekki-Epe Expressway, Ibeju Lekki,  
P. O. Box 73688, Victoria Island, Lagos, Nigeria.  
Tel: +234 (1) 7121728, 4405524

**Lekki Campus:**

Km 22, Lekki-Epe Expressway, Ajah,  
P. O. Box 73688, Victoria Island, Lagos  
Tel: +234 (1) 9503729-32; 7740280; 8991449

[www.pau.edu.ng](http://www.pau.edu.ng)