



# UPSA

UNIVERSITY OF PROFESSIONAL STUDIES, ACCRA

Scholarship with Professionalism



# ANNUAL REPORT



2021







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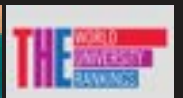


2021



**His Royal Majesty Otumfuo Osei Tutu II  
Asantehene**

**OUR FOREMOST ALUMNUS**



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# CONTENTS

## ● INTRODUCTION 01

The UPSA Journey	02
Message from the Vice-Chancellor	03
Brief Profile of UPSA	04
Mission and Vision	05
Our 2021 Strategic Priorities	06
UPSA 2021 Impact	07
Academic Affairs	08
Market-Driven Programmes	15
Quality Assurance	16
Academic Achievement	18
Student Affairs	19

## ● OUR PEOPLE 21

Resilience Through Our Human Resource	22
UPSA Women's Association	25

## ● INFRASTRUCTURE 26

Infrastructural Development and Expansion	27
Leveraging Technology for Innovative Teaching and Learning	29
Library Resources	30

## ● GOVERNANCE 32

Our Chancellor	33
Members of the Governing Council	34

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# CONTENTS

- **STAKEHOLDERS & PARTNERS 35**

- **OUR FACULTIES AND SCHOOLS 38**

Office of Doctoral Programmes	39
School of Graduate Studies	42
Faculty of Management Studies	45
Faculty of Accounting and Finance	48
UPSA Law School	52
Faculty of Information Technology and Comm. Studies	59
Distance Learning School	64
Weekend School	67
Evening School	70
Institute of Professional Studies	72

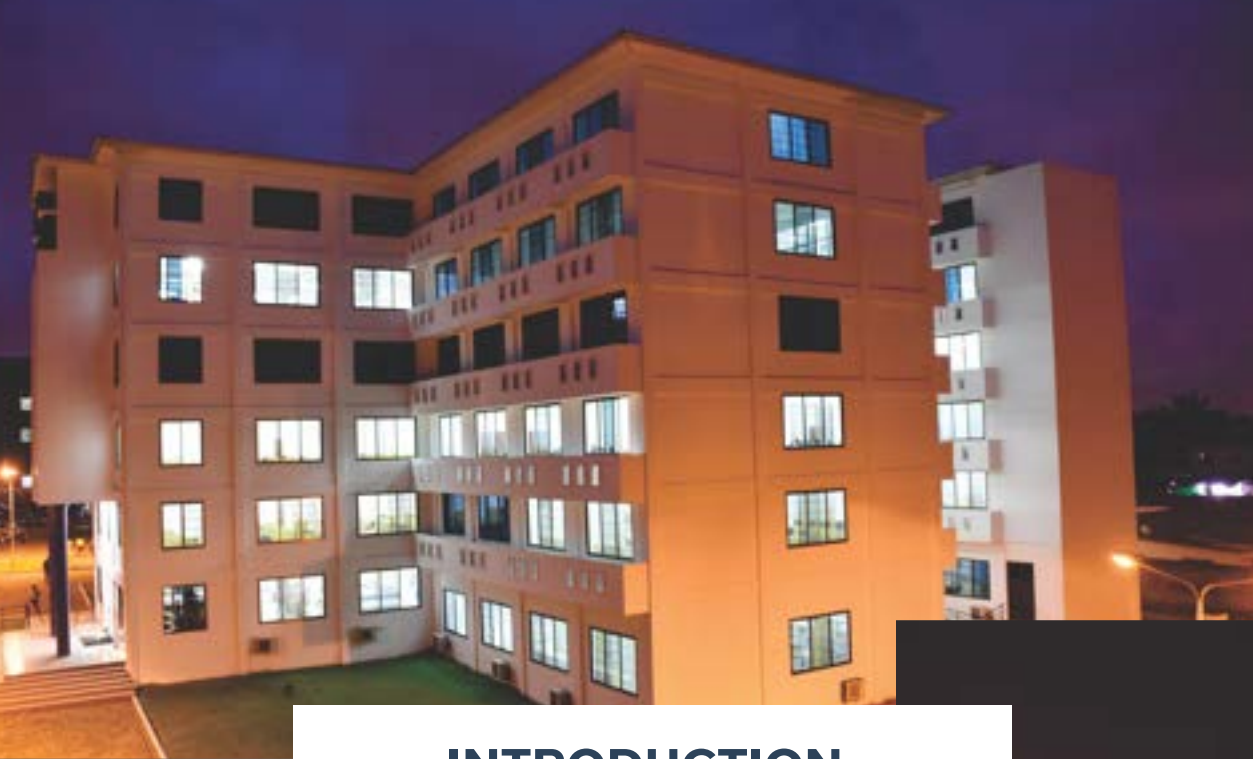
- **OUR CENTRES OF EXCELLENCE 75**

Institute of Work, Employment and Society	76
Business Development Centre	83
Research and Consultancy Centre	86
Centre for International Education and Collaboration	92
Documentation and Information Management Centre	97
Otumfuo Centre for Traditional Leadership	101

- **ALUMNI SPOTLIGHT 103**

- **APPENDIX 156**





# INTRODUCTION



# THE UPSA JOURNEY





## MESSAGE FROM THE VICE-CHANCELLOR

I am pleased to present the University of Professional Studies, Accra (UPSA), 2021 Annual Report, which highlights our activities, progress and challenges over the period under review. Institutions of higher education have a major role to play in contributing to the transformation of society by preparing lifelong learners for the challenges of the 21st century. This was our focus in 2021, working with both faculty and students, leveraging technology to ensure continuous teaching and learning.

The University continued to make great strides in the pursuit of academic excellence, staff development and improving infrastructure aimed at enhancing teaching and learning.

Notwithstanding the COVID-19 pandemic, the University continued to implement strategies and structures to enable faculty, staff and students to teach and learn in a safe environment. In addition to the safety protocols, the University continued to blend online and in-person teaching to minimise the spread of the virus. The exceptional response is an indicator of how grounded we are as an institution.

I want to applaud and recognise the resilience and innovation of the UPSA community. The collective commitment, contribution, passion and fortitude served us well in the face of the COVID-19 pandemic, and these traits would be valuable going forward. As a community, we made health and safety a priority, maintained the highest quality and integrity of our academic programmes and also enhanced student experience in our University.

A Memorandum of Understanding was signed with Ghana National Petroleum Corporation (GNPC) to build a Clinic for the University.

The Governing Council nominated Dr. K. K. Sarpong as the Chancellor of the University.

Work continued to progress steadily on the two Twin Tower buildings as well as the Twin Hostel buildings, and we are excited about the enhanced teaching and learning the new infrastructure will provide.

The University also successfully held its 13th Congregation which saw the conferment of Honorary Doctorates on three distinguished individuals who have contributed enormously to Ghana, namely, Honourable Dr. Matthew Opoku Prempeh, Mr. Frederick Asare and a proud alumnus of UPSA Mr. Patrick Nomo all in strict compliance with the COVID-19 safety protocols.

The University continued to focus on our strategic goals which include;

- Improving institutional effectiveness
- Enhancing research enterprise
- Building a new learning environment and image
- Competing in a global economy.

Outlook for the year ahead, including our new strategic plan, will help propel UPSA's trajectory for heightened relevance and prominence over the next four years and beyond. The University will continue to provide students with an outstanding educational experience that moulds them for success in an increasingly complex and challenging world full of opportunities.

I would also like to express my profound appreciation to the Ministry of Education, members of the University Governing Council, The Ghana Tertiary Education Commission, GETFund and the Alumni Association, for their steady support.



**Professor Abednego Feehi Okoe Amartey**  
Vice-Chancellor



## Brief Profile of UPSA

The University of Professional Studies, Accra (UPSA) is an autonomous public institution whose legal status derives from the University of Professional Studies, Act 2012 (Act 850).

Founded in 1965 as a private institution by the founder and first Director, Nana Opoku Ampomah, the institution provided tuition in business professional courses such as ACCA, CIMA, ICAG, ICSA and CIM.

In 1978, the University was taken over by Government by the Institute of Professional Studies Decree, 1979 (SMCD 200).

UPSA was subsequently established by the University of Professional Studies (IPS Act 566) in 1999 and given the mandate to provide tertiary and professional education in the academic disciplines of Accountancy, Management and related disciplines.

In line with its Mandate under Act 566, the University was granted accreditation to mount undergraduate

***The combination of scholarship and professionalism forms the basis of the University's unique profile.***

degree programmes in September 2005, under the tutelage of the University of Ghana, Legon.

By dint of hard work, the institution received a Presidential Charter in September 2008, conferring on it the status of a fully-fledged public university with a mandate to offer undergraduate and postgraduate programmes leading to the award of certificates, diplomas and degrees for its accredited programmes. Master's degree programmes commenced in 2009. In August 2012, Parliament passed the University of Professional Studies Act 850, which came into force in November 2012, conferring on it the name University of Professional Studies, Accra (UPSA).





## MISSION

We strive to provide and promote quality higher education and professional education in business and other social sciences-related disciplines by leveraging a structured mix of scholarship with professionalism in Ghana and beyond.



## VISION

Our vision is to be a world-class higher education provider in both academic and professional disciplines, *nationally entrenched, regionally relevant, and globally recognised.*



## SHARED VALUES

Our shared values are Service, Integrity and Respect summarised in the acronym SIR.



## THE UNIVERSITY'S STRATEGIC PRIORITIES

The strategy of the University takes into consideration the scope of products currently offered by the University, what it intends to offer and the underlying environmental factors in relation to the tertiary education sector. It also takes into consideration the recognition of the key players in the University's strategic development. The strategy is to position UPSA as a unique business education and research model that blends scholarship with professionalism and an institution of excellence in Africa and beyond.

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## OUR 2021 STRATEGIC PRIORITIES

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**Improving  
Institutional  
Effectiveness**



**Enhancing  
Research  
Enterprise**



**Building a  
New Learning  
Environment and  
Image**



**Competing in a  
Global Economy**

---

## UPSA 2021 IMPACT



**17,526**  
Total  
Student  
population



**1,906**  
Scholarships



**83%** of the  
total  
number of  
applicants  
admitted



Total  
Applications  
received in  
excess of  
**13,000**



Percentage  
increase in  
campus  
housing/  
enhanced  
housing



Adjudged  
Company of  
the Year  
in the Public  
Sector



Service  
Beyond  
Duty



Launch of  
Enterprise  
Innovation  
Centre

## ACADEMIC AFFAIRS

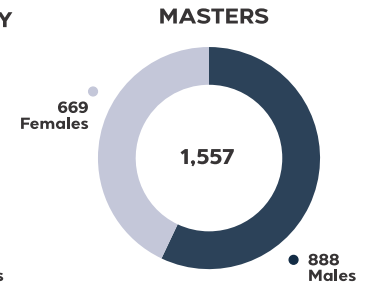
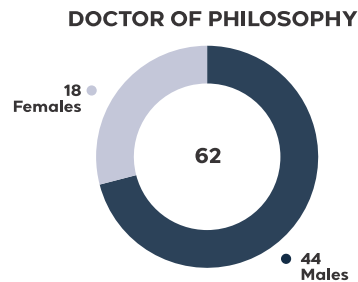
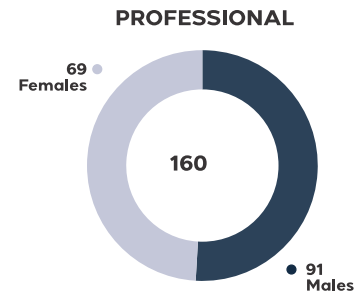
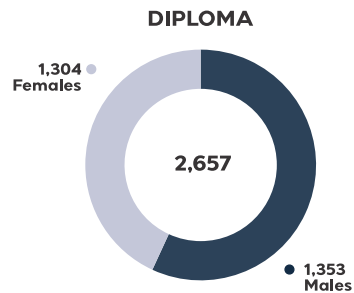
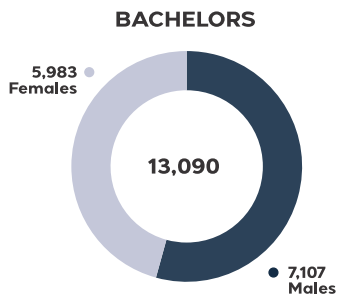
### UPSA's Response to COVID-19

The COVID-19 pandemic continued to have an impact albeit minimalised effect on the activities of the University. Accordingly, and throughout the year, the University worked to adapt quickly to the evolving needs of students, faculty and the university community.

### Enrolment Statistics

The overall student enrolment was 17,526 as of 2021. This comprised Doctorate, Masters, Undergraduate, Diploma and Professional programmes. The enrolment figures have continued to grow over the past five years.

### 56 Years of Transforming and Impacting Professional Leadership



Source: USIS

## CONTINUOUS GROWTH AND EXPANDING ACCESS AT UPSA

### Admissions for 2020/2021 Academic Year

The year under consideration witnessed the highest number of qualified applicants being admitted in the history of the University. The University received an excess of 13,000 applications. 11,072 applicants were admitted to pursue various postgraduate, undergraduate and diploma programmes. This figure represents approximately 83% of the total number of applications. In addition, a total of 63 mature applicants were admitted into the various bachelor's degree programmes of the University.



### Students' Recruitment Drive

The University embarked on a recruitment drive, and participated in the 13th Ghana Higher Education Fair Series held in seven regional capitals. The UPSA outreach team made presentations to Form 3 students drawn from more than 201 Senior High Schools country-wide. The team interacted with about 15,108 students who attended the events. Other outreach efforts to Senior High Schools in Greater Accra Regions were hindered by COVID-19.





# GRADUATION CEREMONY

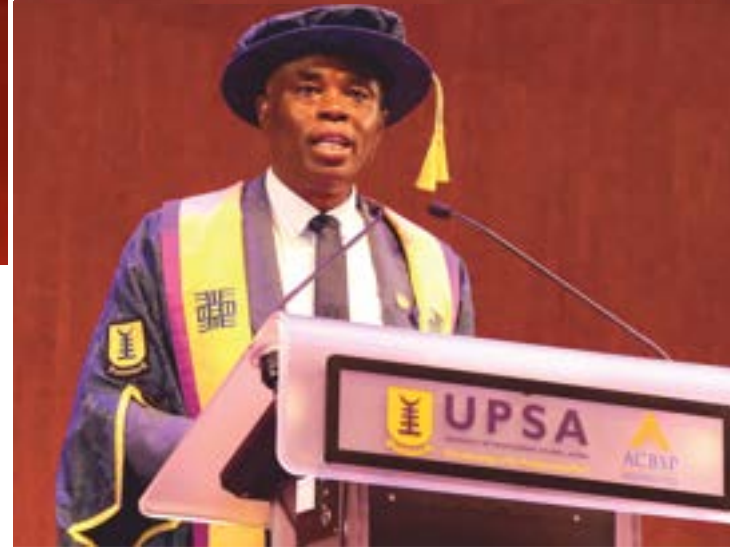


This year's graduation ceremony was unique because for the second consecutive year, the University was able to conduct in-person graduation ceremonies. The Congregation was held in four (4) sessions.

## Conferment of Honorary Doctorate Degrees

The first session of the 13th Congregation and Special Congregation ceremony of the University featured the conferment of an honorary doctorate degree (Doctor of Humane Letters) on Dr. Matthew Opoku-Prempeh, then Minister for Education, for his outstanding performance in Leadership. The fourth session and Special Congregation saw the conferment of honorary doctorate degrees (Doctor of Humane Letters) on two other distinguished personalities namely, Mr. Patrick Nomo and Mr. Frederick Boadu Asare, for providing exceptional service to the country and the University, and for bringing honour to their respective professions and the public service.

A total of 3,716 students met the requirements for graduation and were, therefore, awarded various degrees and diplomas.





### **Teaching and Learning**

Since the outbreak of the COVID-19 pandemic, online teaching and learning have become an integral part of the mode of instruction all over the world, and UPSA is no exception. During the year under review, most of the academic activities and services of the University were delivered with a combination of online and in-person instructional methods according to schedules defined by the academic calendar. This helped in avoiding undue disruptions to planned activities in the face of the COVID-19 pandemic.

### **Examination Administration**

There was a collaboration with other stakeholders to conduct examinations for the first and second semesters of the 2020/2021 Academic Year. A mix of both virtual (Take-Home-Examination) and in-person (Face-to-Face) modes were used in administering the examinations at all levels except for the Final Year LLB and Distance Learning School students, where all papers were taken in-person. In addition, examinations were held for Level 100 students who had received free tuition for various professional programmes organised by the Institute of Professional Studies.



## ENHANCING STUDENT EXPERIENCE ON UPSA CAMPUS

### **Equipping Students for the World of Work**

In the face of COVID-19, the University developed an Internship Replacement Programme which was conducted online. The programme exposed students to the simulation of practical workplace scenarios and cases, equipping them for the world of work.



### **STUDENT WELL-BEING SUPPORTING STUDENTS FOR SUCCESS**

#### **Campus Health and Safety**

The University collaborated with the University Health Services Directorate to ensure that students, faculty and staff were vaccinated, and adhered to the COVID-19 protocols in order to mitigate the spread of the virus on campus. Monitoring of the changing context of COVID-19 and its variants in and out of the country continued as well as the education and information on COVID-19 and other health issues.

#### **Improving Internet Accessibility**

Prepaid SIM cards containing data bundles of 5GB and 750MB for Internet and social media packages respectively were given to every student of the University by both GRASAG and SRC to support virtual learning.



## FINANCIAL AID SUPPORT

### Increasing Access To Education Through Partnerships

The Financial Aid Office continued to receive sponsorship from both existing and new organisations to support brilliant but needy students of the University. Some of the new benefactors that came on board included Brighter Investment, Gel Banana Farms and the Albert Baker Fund.

A total of 1,906 students were beneficiaries of the various sponsorships as indicated in the table below:

Name of Sponsor Organisation and Agencies	Number of Beneficiaries
Students Loan Trust Fund (STLF)	890
Ghana Education Trust Fund (GETFund)	130
Scholarship Secretariat (SCHOLSEC)	718
MTN Foundation	10
Campaign for Female Education (CAMFED)	62
VCEF (Vice-Chancellor's Endowment Fund)	18
Tertiary Education Students Trust Fund of Ghana (TEST for Ghana)	4
Shoprite, Ghana	6
Ghana National Petroleum Corporation (GNPC)	55
BoNaBoTo Education Assistance Fund (BEAF)	3
Akuapem North Municipal Assembly	1
The Albert Baker Fund	2
Gel Banana Farms	7
<b>TOTAL</b>	<b>1,906</b>

### Student Loan Trust Fund (SLTF)

The Student Loan Trust Fund increased the total amount of loans granted to UPSA students to enable them meet the financial requirements of the University. The number of students granted loans increased from 360 in 2019/2020 to 890 in 2020/2021.



## VICE-CHANCELLOR'S **ENDOWMENT FUND**

The Vice-Chancellor's Endowment Fund (VCEF) continued to respond to the growing financial needs of the UPSA student body. VCEF is an investment fund established to receive third-party donations as well as contributions from the University community with the sole purpose of generating operating income

for scholarships. Since its inception, close to seventy-five (75) brilliant but needy UPSA students have received scholarships and are eligible to apply for an extension based on their academic performance.

## MARKET-DRIVEN PROGRAMMES

The University is committed to developing forward-looking, academic programmes that respond to the current and anticipated future national needs of our country.

### NEW GRADUATE PROGRAMME IN 2021



1. MSc. in Pensions Management

### NEW ASSESSED PROGRAMMES IN 2021



1. PhD International Security and Intelligence
2. BSc in Logistics and Transport Management
3. MA/MPhil in Media and Digital Communications Management
4. MPhil/PhD Accounting programmes
5. MA in Digital and Strategic Marketing Management
6. Postgraduate Diploma in Leadership and Organisational Development

### AFFILIATE INSTITUTION



The affiliation agreement of Ghana Communication Technology University's five diploma programmes to UPSA continued in the year under review even though the former had attained a chartered status. The affiliation would persist until the last batch of students admitted under the agreement with UPSA graduate at the end of the 2022/2023 academic year.

## QUALITY ASSURANCE

The University was committed to ensuring the quality and continuous improvement of its academic programmes in a transparent and accountable manner. This meant that the University developed and maintained periodic internal quality assurance policies and procedures to facilitate a culture of quality. The internal quality assurance policies and procedures, largely centered on academic programme reviews based on self-evaluation and peer review.

The major activities undertaken were on accreditation, surveys and monitoring.

### MONITORING

#### ***Monitoring of Observance of COVID-19 protocols by the University Community***

The Directorate monitored the extent to which the University community observed the COVID-19 protocols put in place by Management. A report was submitted to Management.

#### ***Examination Monitoring***

The Directorate monitored both the first and second semester examinations of the 2020/2021 academic year.

#### ***Course/Lecturer Evaluation***

Course/lecturer evaluation was conducted for the second semester of the 2020/2021 academic year for all faculties. Online questionnaires were administered and closed before examinations began.

In all, 101 lecturers of the Faculty of Accounting and Finance, 75 lecturers of the Faculty of Management Studies, 62 lecturers of the Faculty of IT and Communications Studies and 32 lecturers of the Faculty of Law were evaluated by students. Evaluation reports have since been submitted to the Deans of the four faculties and the Human Resource Directorate.





### **U-Multirank Data Collection for 2021**

The Quality Assurance Directorate (QAD) collected data for the U-Multirank institutional questionnaire for 2020 in mid-September 2021. The Directorate completed the questionnaire for submission in December.

### **ACCREDITATION ACTIVITIES**

Twelve (12) programmes of the University were due for re-accreditation, and the process for submission of the documentation is ongoing.

### **New Programmes Submitted to GTEC**

The University also applied for accreditation for the following new programmes during the year:

- MPhil/PhD Accounting programmes
- BSc in Logistics and Transport Management
- Bachelor of Arts in Applied French in Communications
- MA/MPhil in Media and Digital Communication Management
- Bachelor of Arts in Language and Communications
- PhD International Security and Intelligence
- Doctor of Philosophy in Interdisciplinary Studies

### **New Programme Accreditation**

GTEC approved of a three (3)-year programme accreditation to the University to run the MSc in Pensions Management programme with effect from 9th August, 2021 to 8th August, 2024.



### ***Six new programme proposals were submitted for clearance (administrative approval)***

New proposals that received administrative approval were:

- PhD in International Security and Intelligence
- MPhil /PhD Accounting programmes

### ***Programme certificates received (Existing Programme)***

The following programme certificates were received from GTEC:

- MBA Marketing
- Bachelor of Business Administration
- Bachelor of Laws (LLB)

### ***Certificates Received (New Programme)***

The University was granted a three-year accreditation in October 2020 to mount a new programme, MSc in Procurement. Certificate for the programme was received in January 2021.

## ACADEMIC ACHIEVEMENT

### THE HIGHER EDUCATION (THE) IMPACT RANKINGS 2021

UPSA was named one of the best three Universities in Ghana for the third consecutive year in the Times Higher Education (THE) Impact Rankings 2021.



### 2021 GHANA BUSINESS AWARDS

The 2021 Ghana Business Awards adjudged UPSA as the “Company of the Year” in the public sector category.

## STUDENT AFFAIRS

The Dean of Student Affairs and his team ensured the experience of each student of the University was enhanced through social activities.

### Students Elections

The COVID-19 pandemic also affected the laid down process of electing student leaders for the 2020/2021 academic year.

### UPSA STUDENTS WIN ELECTION AT GUPS Delegates Congress

UPSA students contested and won two leadership positions during the 19<sup>th</sup> Annual Residential Delegates Congress of Ghana Union of Professional Students (GUPS) held in Kumasi. Mr. Nana Fosu was elected the Treasurer and Mr. Rexford Adom Asare, the Press and Information Officer of GUPS.

### GRASAG and SRC Donation to the University

Hand sanitisers worth about GHC65,000 were donated to the University by both GRASAG and SRC to combat the spread of COVID-19 on campus. Items donated included: 150 gallons of five-litre hand sanitisers; 175 gallons of 5-litre hand washing detergents; 400 packs of paper towels and toilet rolls; and 30 hand sanitiser dispensers.

### Breast Cancer Screening

Over 200 female students were screened for breast cancer. All were urged to continue to screen annually.





### **Entrepreneurship Seminar and Training**

An entrepreneurship seminar was organised for the students by the Women's Commission of the SRC on how to become better business people. Areas covered included fund-raising, fund management and business idea generation.

### **UPSA students win HR FOCUS TROPHY**

Two UPSA students, who took part in the final session of the 2021 HR focus organised in December 2021, won the trophy. The MTN Pulse – HR Focus Business Challenge is a career development and open-knowledge competition organised yearly by MTN, L'AINÉ Services Limited and Focus Digital for tertiary institutions to prove their academic and pragmatic skills in a given series of tasks.







# RESILIENCE THROUGH OUR HUMAN RESOURCES

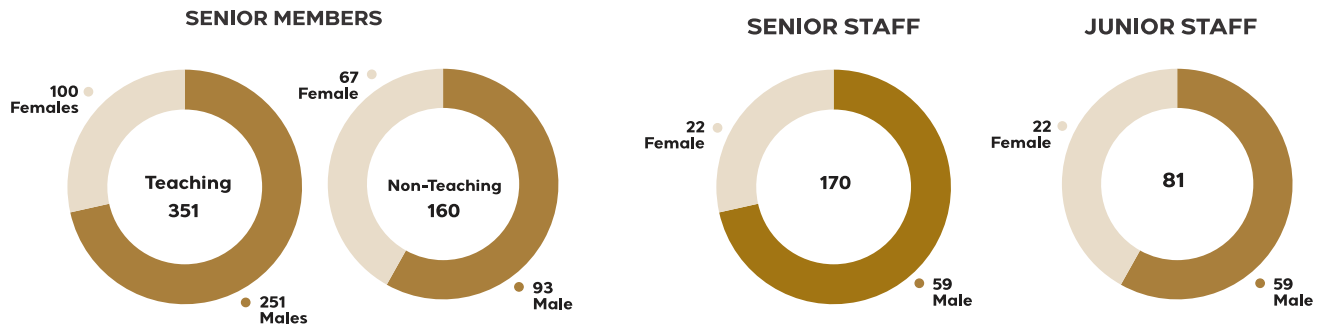
## Our Human Resource

Our people were the fulcrum around UPSA's mission, vision, and goals by developing and executing the Human Resource (HR) strategy. In addition our people provided valued HR services that enabled the University to attract, support, retain, and develop the diverse talents needed to achieve and sustain our mission and vision. In this endeavour, the Human Resources team strived to deliver high-quality advisory services, organisational alignment and

development, and effective employee relations strategies and communication, in compliance with University policy, legal, social, and economic standards.

## Staff Strength

The total staff strength of the University stood at 762 in the year under review, and the breakdown is presented below.



Source: Human Resource Directorate, December 2021

## Appointments

Dr. Mary Naana Essiaw and Dr. Emmanuel Selsie Asamoah were appointed as Director, Human Resource and Cognate Dean, Faculty of Information Technology and Communications Studies respectively.

## Upgrade

Based upon recommendations contained in the Joint NCTE/NAB Staff Audit Report of Public Universities and Specialised Institutions, a total of 47 members of faculty were upgraded from the rank of Assistant Lecturer to the rank of Lecturer as in the table below:

### Staff Upgraded - Faculty

Faculty of Management Studies	2
Law School	8
Faculty of Information Technology and Communication Studies	23
Faculty of Accounting and Finance	14

Source: Human Resource Directorate, December 2021



## Promotions

The following categories of staff were promoted to various ranks during the period under review.

Associate Professor to Professor	1
Senior Lecturer to Associate Professor	4
Lecturer to Senior Lecturer	2
Assistant Lecturer to Lecturer	5

Seven senior officers, as well as seventeen junior officers, were also promoted in the period under review.

Senior Assistant Registrars promoted to the rank of Deputy Registrars:

1. Dr. Stephen Acheampong
2. Dr. Edward Bannerman-Wood
3. Mr. Anthony Afeadie
4. Mrs. Lorraine Gyan
5. Mrs. Celestine Nudanu







### **Transfers**

As part of the re-organisation exercise to enhance efficiency and effectiveness within administration, University staff were transferred to various directorates.

### **Staff Development**

There were a total of 11 faculty who completed their PhD programmes during the year under review.

### **Staff Awarded Various Scholarships**

During the year under review, various categories of staff, were awarded various scholarships.

### **Retirements**

Two faculty members retired from the services of the University, in the period under consideration. Eight Senior Members were promoted from the rank of Assistant Registrar to Senior Assistant Registrar. Additionally, seven to Senior Staff and seventeen (17) Junior Staff members were promoted to various positions.







## UPSA Women's Association



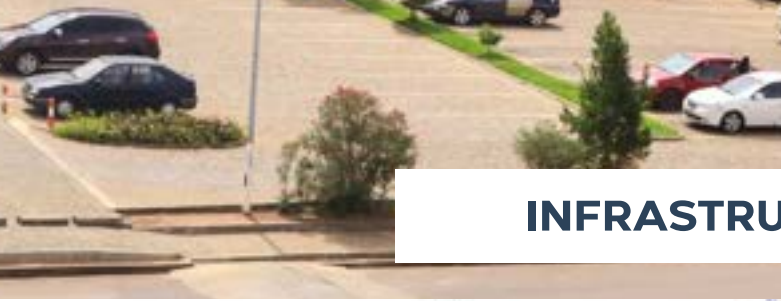
The Women's Association of UPSA was launched to nurture and mentor female staff and students to empower them to take future leadership positions in their respective careers.







**INFRASTRUCTURE**



## INFRASTRUCTURAL DEVELOPMENT AND EXPANSION

The 32-member team led by Director of Physical Works and Development Directorate undertook the physical planning of the environment and coordinated various construction work activities in the University. It also undertook the maintenance of all facilities and was responsible for grounds and gardens, sanitation, water, and power supply in the year under review.

### **Two, Ten-Storey Hostels; And Multipurpose Twin Tower Buildings**

The University continued with the construction of two, ten-storey hostels; and a multi-purpose two twin tower buildings, which were all at advanced stages of completion. The multi-purpose twin-tower buildings are intended to house additional classrooms and offices to ensure that all faculty members have the requisite office space while they attend to students.



### **The Academic Wing Complex (Rev. Fr J.J.M. Martey building)- Continuation and Completion of Lecture Halls and General Stores (Formerly Auditorium/Cafeteria and Stores)**

The foundation to the above-mentioned construction projects was completed some years ago. However, the lecture auditorium was revised in the year under review to meet the current user requirements of the University, leading to the creation of a ground floor and subsequent floors, as well as ancillary facilities.





### **The Rev. J. K. Antwi Astroturf Pitch**

The University named the Astroturf after Rev. J. K. Antwi. The Astroturf is intended to harness the sporting potential of UPSA students. The 500-seating capacity fenced stadium comprises an artificial football pitch, spectator stands, changing rooms, washroom facilities, storage space, offices for the Sports Unit, flood lighting and fencing of the field. The facility has led to improvements in UPSA's overall athletic performances and is open to the community for the identification and development of Ghana's hidden sports talent.



### **Construction of Student's Hostel**

In furtherance of future development and expansion of the University, Management purchased a piece of land near campus, where a hostel is currently being constructed.



### **Hundred (100) Bed Ultra-Modern Medical Facility**

The Ghana National Petroleum Company (GNPC) has signed an MoU with the University for the construction of a 100-bed capacity ultra-modern medical facility on its East Legon campus.



Artist Impression of the 100-Bed Ultra-Modern Medical Facility



## LEVERAGING TECHNOLOGY FOR INNOVATIVE TEACHING AND LEARNING

### *Maximising student success in the digital era Transforming learning engagement*

The University continued to leverage technology to enhance teaching and learning in the midst of the emerging variants of COVID-19 in Ghana and all over the world. The Director of Information Services and Technology Directorate and his team, made technology the centre for teaching and learning, to engage students in learning through blended strategies. The strategy allowed students to be the centre of learning in person, while providing content in the form of lectures, readings, take-home assignments and other forms of digital media. Technology, aided with blended learning strategies, enhanced the user experience of students.

UPSA delivered technology services and solutions to support academic work 24/7.



## LIBRARY RESOURCES

The Director of Library Services and his team promoted intellectual growth and creativity by increasing collections, facilitating access to information resources, teaching the effective use of information resources and offering research assistance.

The Library had a successful year as it continued to provide efficient library services. The Joshua Alabi Library Complex served the entire student population, faculty and other stakeholders.

The Library currently has the following sections /units: Lending Library, Bindery, Cataloguing, Reference Library, Discussion Area, Discussion Hall, UN Corner, Security Section, Professional and Law Corner, Library, Syndicate Area, Learning Common, Research Common, Lecturers Corner, Graduate



Library, Executive Learning Centre, Offices for Staff and Professors.

### LIBRARY FACILITIES

Services	Quality	Available	Accessible
Books added to stock	223	223	223
Online Database Available	45	45	45
Online Database Available	46	46	46

Source: Library, December 2021

### Online Databases and Library Virtual Site

eBooks have been uploaded onto the new library's virtual site which is accessible at <https://library.upsavirtual.site/> as well as the Wiley online library credentials.



## FOCUS FOR 2022

### Information Literacy

The Library will continue to train users, especially freshmen and women in information literacy to equip them with the critical skills to find, retrieve, analyse and use information necessary to become independent lifelong learners.

The Library will continue to do the following:

- **Library Cooperation** to contribute to developing and supporting libraries through Library cooperation
- **Library Staff Development** to develop the skills and capacities of its staff, including security through training, seminars and workshops.
- **Provide Leadership in information research**

## LIBRARY SOFTWARE

A new Library Management Software (LMS) was installed in the library, promoting the core functions of the library in the area of charging and discharging of library materials this year.

### Book Donations

A total of nine hundred and ninety-seven (997) books comprising of Management, Accounting, Finance and Law books, were donated by library by Mr. Alfred Nii Clottey a philanthropist to the Library.

The Media Foundation for West Africa donated 28 books, 45 booklets and pamphlets to the Joshua Alabi Library.





UIISA

OPOKU AMPOMAH BUILDING

CENTRAL ADMINISTRATION

**GOVERNANCE**

## OUR CHANCELLOR



At the 82nd Meeting of the UPSA Governing Council held on Thursday, December 9, 2021, the Governing Council unanimously voted to appoint Dr. K.K. Sarpong, Chief Executive Officer of the Ghana National Petroleum Company, as the new Chancellor of the University.

His appointment follows a diligent process as delineated in the University of Professional Studies, Accra, Fundamental Regulations.



**DR. K. K. SARPONG**

Chief Executive Officer  
Ghana National Petroleum Corporation (GNPC)

## MEMBERS OF THE GOVERNING COUNCIL



**Dr. K. K. Sarpong**  
Chancellor



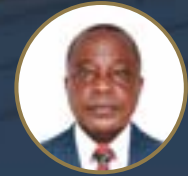
**Dr. Kofi Ohene-Konadu**  
Chairman



**Prof. Abednego F. O. Amartey**  
Vice-Chancellor



**Mr. Kizito Beyuo**  
Government Nominee



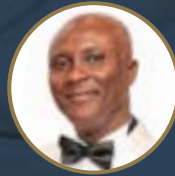
**Mr. Maxwell Donkor**  
Government Nominee



**Prof. Ernestina Fredua Antoh**  
Government Nominee



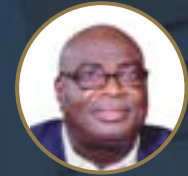
**Mr. Paul Amoasi Baidoo**  
Representative of CHASS



**Mr. Kwabena Agyekum**  
Representative of CIMG



**Mr. Mark Badu-Agyemang**  
Representative of GNCC



**Mr. Francis Dadzie**  
Representative of Alumni



**Mr. John Dadzie-Mensah**  
Representative of GTEC



**Dr. Richard Amankwah Fosu**  
Representative of UTAG



**Mr. Joseph Azangeo**  
Representative of Convocation



**Mr. Israel K. Nyatuame**  
Representative of TEWU



**Mr. Ayitah Nene Elliot**  
SRC President



GRASAG President



**Prof. Charles Barnor**  
Pro-Vice-Chancellor  
(In Attendance)



**Dr. Koryoe Anim-Wright**  
Registrar  
(Secretary)



**Mr. Nicholas N. Adjei**  
Director of Finance  
(In Attendance)





# STAKEHOLDERS AND PARTNERSHIPS

*Value-Addition Through Partnerships*





The University formed partnerships with various organisations/institutions in both the private and public sectors in and outside of Ghana. The latest are UPSA's partnership with the Stanbic-Innohub, GIZ, University of Botswana (UB), University at Buffalo - USA; University of Venda- South Africa; University of New Brunswick - Canada; Synergy University- Russia and Western Galilee College in Israel. The partnership focuses on students and staff mobility, PhD opportunities for faculty, joint cultural exchange programmes, research collaboration and guest lecturer exchanges among others.

### **UPSA ENTERPRISE AND INNOVATION CENTRE**

The University through the Faculty of Management Studies launched the University Enterprise Innovation Centre (UEIC), in partnership with the private sector to promote youth entrepreneurship and innovation in the country.

### **Partnership with the Ghana Police Service**

UPSA partnered the Ghana Police Service in some areas including conducting the examination of recruits for the service.

### **COMMUNITY ACTION INITIATIVE**

UPSA's Community Action Initiative focused on education, training, community development and thought leadership lectures.

#### **Thought Leadership Programme - UPSA Annual Leadership Lecture**

The University's Thought Leadership Programme provided a perfect platform to discuss critical national issues which were quintessential to national development with timely solutions to those problems.

### **COMMUNITY OUTREACH PROJECT**

UPSA's Community Action Initiative focused on education, training and community development. The University adopted two needy schools at the La Nkwantanang Madina Municipal Assembly.

The University will be providing computers, training personnel, library books, and instituting a reading programme for the two schools. The University also encouraged and motivated staff through an awards scheme to volunteer to contribute to the academic development of the pupils at the adopted schools.





The Community-Academic Project began three years ago with the organisation of free remedial classes for senior high school students living within the University's community. It was targeted at students who needed assistance in core subjects especially English, Mathematics and Integrated Science. The free remedial classes were offered to more than 265 youth.

### **Book-keeping, Accessing and Managing Credit Facilities for SME's in UPSA Community**

UPSA trained small and medium scale businesses in the University's catchment area on accessing and managing credit facilities, providing effective and efficient customer care, and book-keeping to enable them to develop their managerial skills.

### **Reconstruction of the Shed for Food Vending and Collapsed Section of La Nkwantanang M/A Basic 7&8 School**

The University undertook the rehabilitation of a dilapidated food vending and eating shed and re-constructed a collapsed portion of a fence wall.

### **UPSA partners AngloGold Ashanti to Build Capacity of Staff**

The University partnered with AngloGold Ashanti to organise a training for supervisors on Supervisory Management to build their capacity in soft skills to enhance theory competence. Participants after the training received a certificate in Supervisory Management.

### **UPSA Lecturers Mentor Final BECE Junior High School Pupils**

Some UPSA lecturers interacted with final year Junior High School students of the La Nkwantanang M/A Basic 7 & 8 Schools ahead of their Basic Education Certificate Examinations (BECE) during the period under review. The interaction was part of giving back to the community, geared at encouraging underprivileged students, so they can also be inspired to succeed, regardless of where they find themselves.

### **UPSA Gender Unit organises Health Talk at Seventh Day Adventist Basic Schools**

As part of UPSA's Corporate Social Responsibility, the Gender and Counselling Unit, in collaboration with the UPSA Medical Directorate, and the Public Affairs Directorate, organised an outreach programme at the Seventh Day Adventist Basic Schools, at Madina in the La-Nkwantanang Madina Municipality. The programme was organised to ensure adherence to COVID-19 safety protocols and also provide a common platform for a guileless discussion on adolescent reproductive health and sexuality.







## FACULTIES AND SCHOOLS



*Our Faculties and Schools offer our students boundless opportunities to explore and pursue their passion and collaborate on solving complex industry and societal problems.*



## OFFICE OF DOCTORAL PROGRAMMES



**Prof. Nathan Austin**

Former Dean, Office of Doctoral Programmes

### OVERVIEW

The Office of Doctoral Programmes (ODP), established in 2018, which offers a PhD Marketing programme. The office is currently working on national accreditation documentation for the introduction of PhD Accounting, PhD Management, PhD International Security and a Intelligence, and a collaboration to offer a PhD in Interdisciplinary Studies.

The UPSA doctoral programme structure exhibits a strong linkage between theory and practice. It offers students an interdisciplinary environment that enables

the review and discovery of creative ideas along with the development of analytical skills for the effective and efficient resolution of complex problems.

### Unique Features of UPSA's Doctoral Programme:

**Diverse and multi-stage rigorous assessment regime.**

**Practical course-based research and teaching sessions (leading to journal publications and the effective development of teaching skills)**

**Higher levels of student retention in the programme**

**Course instruction and research supervision facilitated through dynamic and innovative collaboration**





### Staff

The UPSA Doctoral Programmes is staffed with 12 experienced and qualified full-time and part-time instructional facilitators. All facilitators possess a PhD and are at the rank of Senior Lecturer or higher. The dissertation supervision process is the responsibility of 13 Principal Dissertation Supervisors (PDS), assisted by 33 member Auxiliary Dissertation Committee (ADC). Each student is assigned a PDS and three ADC members by the end of the first semester of the second year in the programme.

### PhD Programme focus

**Rigorous training in general research methods**

**Substantive coursework**

**A supervised written thesis**

## STATISTICS

### Admissions

The University admitted 25 PhD marketing students. It has admitted a total of 87 students since the programme began in the 2018/2019 academic year.

### Graduation

The ODP will graduate its first batch of PhD Marketing students in 2022.

## HIGHLIGHTS OF ACTIVITIES OF ODP

### Development of Sub-regional (and International) Affiliations

The University developed and disseminated institutional collaboration requests through the Association of African Universities. This has resulted in negotiations to initiate MoUs between KCA University in Kenya and the University of Eswatini, Swaziland.

### Proactive GTEC Compliance Documentation

The University offered, implemented and evaluated the Doctoral Common Professional Component (DCPC) 823 Teaching Practicum, an essential experiential teaching opportunity for PhD students conducted in collaboration with the Faculty of Management.

This seminar constituted the practical application of theories and concepts discussed in pedagogy and andragogy. Participants were required to serve in undergraduate teaching support roles in the classroom. Under supervision, teaching tasks were assigned and subsequently evaluated. The purpose of the evaluation was to provide pedagogical practical skills and feedback from our PhD candidates. The feedback will become the basis for assessing candidates and also counselling from their supervisors on weak areas as evidenced on their feedback forms.



The Office also developed and launched the Institutional Research Ethics Policy document required to facilitate the formation of the Institutional Research Ethics Committee (IREC).

### **Identified/Developed Internal Doctoral Instructional Capacity and Promoted Research**

- a. Three (3) of UPSA faculty with PhDs were identified and assigned instructional support roles in the PhD programme, assisting current instructors.
- b. One (1) UPSA faculty was independently assigned a course to teach.
- c. A monthly ODP Research Seminar organised four (4) research seminars in the following areas: Supervising PhDs – Coping with Challenges and Responsibilities; Synthesizing the Literature Review in Positioning Your Study: An Experiential Perspective; Getting the Best Out of your Qualitative Data; and Writing for publication in Impactful Journals.

## **KEY ACHIEVEMENTS**

### **Carnegie Africa Diaspora Fellow Programme**

Prof. Buagu Musazi from Morgan State University (Dept. of Accounting and Finance) engaged in consultative meetings with the Departments of Business Administration and Accounting & Finance in the preparation for the Ghana Tertiary Education Commission documents for accreditation.

### **PhD in Marketing Reaccreditation**

Following the GTEC visitation in June 2021, UPSA is awaiting final approval from the Ghana Tertiary Education Commission.

### **New Programme Accreditation Status**

#### **PhD in International Security and Intelligence**

Upon receiving GTEC's (NCTE) administrative clearance, the PhD International Security and Intelligence accreditation document was reviewed and revised in line with the new PhD programme structure.

#### **Progress of First Batch PhD Admissions**

Beyond successfully holding the first batch of proposal defence for 18 students, the ODP continued to monitor the progress of dissertation supervision between candidates and supervisors to ensure timely resolutions of any outstanding issues that arose during the supervision process.

A section of the candidates is currently in the field collecting data for analysis to enable the completion of their final thesis or the external examination.

#### **Candidate/Student Publications**

In the previous year, students enrolled in the PhD in Marketing programme have either sole-authored or co-authored a total of nine (9) articles/chapters in various academic journals/books. This exceptional performance of the students affirms the quality and image of the UPSA PhD, contributing to the University's reputation.

## SCHOOL OF GRADUATE STUDIES



**Prof. John K. Mensah Mawutor**  
Dean, School of Graduate Studies

### OVERVIEW

The School made tremendous progress in attracting qualified students both internally and externally from institutions, owing to its demand-driven programmes which have culminated in increased enrolment over the years. One thousand and sixty-six (1,161) students, representing 78.55% of admitted applicants registered as at the reporting period to pursue various programmes in the first semester of the 2021/2022 academic year.

The School of Graduate Studies intends to strengthen its growing influence as a leader in leadership innovation and corporate entrepreneurship in Ghana to enhance instructional practices and research by attracting international faculty and engaging in exchange programmes.

The School plans to improve upon its video conference facility with the acquisition of more advanced video conferencing equipment to enable lecturers to have a full view of the students in the conferencing room during lesson delivery. The School also intends to improve its internet connectivity with the acquisition of an Advanced Digital Subscriber Line to reduce its over-reliance on the central server of the University.

The School has grown from its twelve (12) flagship academic programmes highly patronised by both local and international students and recently added another programme namely Master of Science (MSc.) in Pensions Management.

### Programmes Offered

The School of Graduate Studies runs the under-listed programmes during the period in review.

MBA Accounting & Finance

MBA Auditing

MBA Internal Auditing

MBA Corporate Governance

MBA Marketing

MBA Total Quality Management

MBA Petroleum Accounting & Finance

Master of Science in Leadership

Master of Philosophy in Leadership

Master of Philosophy in Finance

MA in Peace, Security and Intelligence  
 MA in Brands Communication and Management  
 MBA in Impact Entrepreneurship and Innovation  
 Master of Science in Insurance Risk Management  
 Master of Science in Procurement Management  
 Master of Science in Pensions Management

### Admissions

The School admitted 1,478 students into the various programmes.

### Graduation 2021

The fourth and final session of the 13<sup>th</sup> Congregation ceremony of the University graduated 683 students of the School of Graduate Studies (SOGS) with Master's Degrees in various disciplines.

### Staff Strength

The staff strength of the School of Graduate Studies stood at 82, made up of teaching and non-teaching staff.

### Faculty

#### Graduate School Management Team

The management team of the Graduate School is headed by the Dean and assisted by the Vice-Dean, an Acting School Administrator, a Senior Assistant Registrar and twelve (12) programme coordinators.

### HIGHLIGHT OF ACTIVITIES

This section looks at the academic issues of the School of Graduate Studies bordering on academic programmes, programme accreditation, research conferences, community service just to mention but a few.

## Activities for the First Semester of the 2021/2022 Academic Year

### Teaching and Learning

The first semester of the 2021/2022 academic year began in earnest on Monday, September 6, 2021, ended in December 2021, for the second year students. The first year students, teaching started in October 2021, and ended in January 2022. Since the outbreak of COVID-19, teaching and learning has been a combination of both virtual and in-person.

### 2021 Practitioners' Forum

As part of the requirements for the award of the MPhil/MBA Degrees, the Practitioners' Forum was organised for the final year students during the second semester of the 2020/2021 academic year. It was aimed at deepening the understanding of students on proven and practicable strategies for revamping organizations to promote business sustainability and growth during a global crisis. Moreso, students at the end of the forum were expected to have an understanding of managing organizations as well as enabling them to internalize and demonstrate fundamental business etiquette. Thus, the theme for the Forum was "Business Restructuring: Strategies for Revamping Business in Crisis" in the year under review.







All final year MBA/MPhil/MA/MSc students participated in the Forum, and it is the expectation of the School of Graduate Studies that graduating students have been challenged and equipped with practical Corporate and Entrepreneurial skills. It is also expected that students acquire a sense of nationality that will enable them to function well and add value to their world of work and spheres of contact. The two important personalities who addressed the students on two separate dates were HRH Okyeahene Ofori Panyin Amoatia II and Hon. Nana Akomea, Managing Director, State Transport Corporation.

## KEY ACHIEVEMENTS

### Establishment of UPSA Graduate School Studio

The exigencies of the COVID-19 pandemic occasioned a rapid movement to online and digital learning platforms creating an infrastructural and financing gap for most universities. The COVID-19 pandemic has made it mandatory for universities to adopt a combination of virtual learning and face-to-face teaching and learning

platforms, resulting in the establishment of the School of Graduate Studies Studio. The studio was inaugurated in October 2021 and has already become a focal point for virtual events. This has enabled the School to record quality lecture sessions and upload them on the various platforms to enhance virtual teaching and learning.

### Donations received from GRASAG

GRASAG (UPSA) donated sanitary items to the School to help in its smooth operations amid COVID-19, and augment the logistics challenge within the lecture halls.

### Conclusion

The leadership of the School will continue to roll out new programmes to exert its influence as precursors for leadership, entrepreneurial and professional studies in Ghana.

## FOCUS FOR 2022

The School of Graduate Studies will focus on the following in the ensuing year:

- Eliminate all forms of indiscipline among students
- Help track the performance of its alumni in the job market
- Improve the sanitation of the School to the level of a first-class higher educational institution
- Increase students' intake by introducing more demand-driven programmes

## FACULTY OF MANAGEMENT STUDIES



**Dr. Fidelis Quansah**

Dean, Faculty of Management Studies

### OVERVIEW

Dr. Fidelis Quansah is passionate about equipping students to nurture their entrepreneurial drive to create jobs to address the unemployment challenge in our country. Dr. Quansah does this by leading a team of one hundred and twenty-one (121) faculty to offer competitive teaching, learning and research experience for students through the provision of relevant academic and professional programmes. Over the years, the Faculty has given lifelong learning opportunities for people in Ghana and around the world who wish to advance their careers and expand their knowledge.

The Faculty is made up of two major departments namely, the Business Administration and Marketing Departments.

### Programmes offered by the Faculty

- PhD Marketing
- MBA Total Quality Management
- MBA Marketing
- MBA Corporate Governance
- MBA Impact Entrepreneurship and Innovation
- MPhil Leadership
- MSc Leadership
- MA Peace Security and Intelligence Management
- MA Brands and Communication Management
- BBA
- BSc Marketing
- BSc Real Estate Management and Finance
- Diploma in Management
- Diploma in Marketing

### Graduation

The 13<sup>th</sup> Graduation of students from the Faculty took place in October 2021. During this period, the Faculty graduated one thousand one hundred and twenty-seven (1,127) students for the various programmes.

### Staff

As of November 2021, the staff strength was one hundred and twenty-one (121). This comprised one hundred and sixteen (116) academic and five (5) non-academic staff.

## HIGHLIGHTS OF ACTIVITIES OF FACULTY

### Workshop on the framework and tools for assessment design and item development

The Faculty organised a workshop on the framework and tools for Assessment Design and Items Development in June 2021 at the LBC Auditorium. The facilitator for the workshop taught lecturers how to set online questions and mark them without the usual challenges.

### German Agency for International Cooperation (GIZ) Trains UPSA Final Year Students on Career Planning

The Department of Business Administration initiated a joint training programme between UPSA and GIZ. The programme trained up to one hundred (100) undergraduate final year students on how to strategically position themselves for the world of work. This training programme was in line with GIZ's framework of "Critical Coaching and Career Guidance Support Project of the GIZ."

### Presentation of Project Work Proposal Defense

All Level 400 students who undertook the Project Work defended their projects in January 2021. This was done virtually.

### Departmental Research Seminar

The Department organised research seminars during the month under review. Four faculty members presented papers on Entrepreneurship, Social Determinants of Health (SDH) and Advertising.

### Solving the Youth Employment Issue

#### *The UPSA Enterprise Innovation Centre*

The University, anchored by the Faculty of Management Studies, launched the Entrepreneurship and Innovation Center (UEIC) on 28th September 2021. This was done in response to the growing interest of young people in pursuing entrepreneurship as a matter of clear interest or as a response to the unemployment challenge. The Centre has been designed to foster the spirit of entrepreneurship and strategically build successful businesses by the UPSA student and alumni community as well as other potential beneficiaries beyond the UPSA bracket. The Registrar of the University inducted an eight-member newly constituted Advisory Board for the Centre chaired by Mr. Ghartey to provide strategic policy directions and champion the successful implementation of its mandate.

The eight-member Advisory Board of UEIC are: Hon. Joe Ghartey, the Chairman of the Centre; Dr. Fidelis Quansah, Dean of Faculty of Management Studies; Dr. Joseph Gerald Nii Tetteh Nyanyofio, Lecturer, Department of Business Administration, UPSA; Associate Professor Raymond K. Dziwornu, Dean of Faculty of Accounting and Finance, UPSA; Mr. Richard Osei Owusu, Director of Finance, Interglobal Partners Limited; Mrs. Kate Quartey-Papafio,







Chairperson of Reroy Cables Limited, Mr. Nelson Amo, Executive Director of Ghana Technology Lab; and Ms. Leticia Browne, a Business Development and Management Consultant.

### **UEIC, INNOHUB and National Service Secretariat Collaboration**

The UEIC in collaboration with the National Service Secretariat and Innohub came into an agreement to post seventeen (17) national service persons to the Centre (UEIC) to groom, coach and mentor them for new business ideas as well as provide them with seed funding to start their businesses at the end of their National Service. They have been since been supported by Stanbic –Innohub Aspire Business Academy in their training.

### **Student Recognition**

Two Business Administration students who took part in the final session of the 2021 HR Focus won the trophy. The event was organised in December 2021.

### **FOCUS FOR 2022**

The Faculty will be looking at the following activities:

- The complete accreditation process for four programmes at the Bachelors, Masters, and PhD Levels.
- Collaborate with other universities, both local and foreign to strengthen faculty exchange programmes.
- Improve on the quality of academic service delivery
- Raise funds to support student start-up businesses.
- Strengthen academic course advisor-student relationship.
- Deploy other methods for receiving feedback from students.

## FACULTY OF ACCOUNTING AND FINANCE



**Prof. Raymond Dziwornu**

Dean, Faculty of Accounting  
& Finance

The Faculty of Accounting and Finance continued to provide quality teaching to ensure life-long learning experiences of its students to enhance their employability. Since the beginning of 2021, the Faculty, through the policy direction of the University, adapted to

the 'new normal' by using innovative methods to deliver on its mandate. The deployment of blended teaching and learning has enabled faculty develop the needed skills to use educational technologies such as the whiteboard in zoom in their practice. Overall, the Faculty's students and staff demonstrated resilience, drive and commitment to ensure the successful completion of the academic year. In the coming year, the Faculty will continue to enhance the learning experience of its students, increase its research output and promote stronger relationships with its external stakeholders.

### Programmes offered by the Faculty

MBA Accounting & Finance

MBA Petroleum Accounting & Finance

MBA Auditing

MBA Internal Auditing

MPhil Finance

MSc Insurance Risk Management

MSc Procurement Management

MSc Pensions Management

BSc Accounting

BSc Accounting and Finance

BSc Banking and Finance

BSc Actuarial Science

BSc Business Economics

Diploma in Accounting



## STUDENT STATISTICS

### Graduation

The 13<sup>th</sup> Graduation of students of the Faculty took place in October 2021 at the Dr. Kofi Ohene Konadu Auditorium. A total of 1,094 students graduated from the Faculty, 905 degree students and 189 diploma students. Of this number, 54% were male while 46% were female.

### Staff

The staff strength of the Faculty as of December 2021 stood at 129 consisting 114 full-time academic staff, 10 adjunct lecturers, two contract staff and three administrative staff. About 63% of the teaching staff are of the rank of Lecturer.

## HIGHLIGHTS OF ACTIVITIES OF FACULTY

### Tertiary Business Sense Challenge

Graphic Business, in partnership with ICAG, organised a Tertiary Business Sense Challenge to set a sustainable business agenda. The Faculty contested and qualified for the quarterfinals.

### Final Undergraduate Dissertation Defence

Level 400 students submitted their Project Work for assessment, and comments were sent to them to update their work. The final dissertations were duly submitted to the Departments.

### Examinations

The majority of the second-semester examinations of the 2020/2021 academic year were conducted in-person, with five papers written online.

### The Professional Master Class Programme

The Faculty of Accounting and Finance Session of the Professional Master Class was held, June, 2021, at the Kofi Ohene-Konadu Auditorium. Mr. Kwasi Kwaning-Bosompem, the Controller & Accountant General and a 1988 Alumnus, was the Guest Speaker.

### Re-Accreditation of Programmes

The six programmes due for re-accreditation at the GTEC:

BSc Accounting

BSc Accounting and Finance

Diploma in Accounting

BSc Business Economics

BSc Banking and Finance

MPhil in Finance

### Development of Risk Register

The Faculty developed a Risk Register to identify its potential risk areas for the formulation of appropriate policies to mitigate its potential impact on the University.





### **Performance and Development Review (PDR)**

The Faculty undertook a Performance and Development Review (PDR) of lecturers during the period. This was meant to help lecturers to review their performance and to set personal career goals as well as indicate ways to achieve them in the coming year.

### **Orientation for New Lecturers**

The Faculty held an orientation for newly-recruited lecturers.

### **Meeting with Course Representatives**

A meeting with course representatives was held to interact with them and to discuss their concerns and find resolution to them. This is part of the regular activity of the Faculty to ensure students concerns are noted and addressed.

### **GTEC Approval of New Programme**

The Faculty received accreditation from the Ghana Tertiary Education Commission to run the MSc. Procurement Management and MSc. Pensions Management programmes.

### **PhD/MPhil in Accounting**

The Faculty has submitted the final accreditation document of MPhil and PhD in Accounting to Ghana Tertiary Education Commission (GTEC) and awaiting final approval to roll out the two programmes.

### **ICAG Research Engagement**

The Faculty successfully submitted the report on the research, "Link between ICAG Syllabus and Examination Content: a Case of Compliance" to the Institute of Chartered Accountants, Ghana.



### **KEY ACHIEVEMENTS**

- Received accreditation for two new programmes namely, MSc Procurement and MSc Pensions Management.
- Completed and submitted PhD/MPhil Accounting to GTEC for approval.
- Held two (2) Faculty of Accounting and Finance (FAF) Small Business Clinic for businesses in the University's catchment area.
- Increased Faculty research output by 50 per cent.
- Submitted the report on the GHS 24,000.00 Research Project conducted for ICAG.
- Organised a tax clinic for senior members on campus.
- Held two (2) FAF Alumni Spotlight Series to connect with the University alumni.
- Developed a Risk Register for the Faculty.
- Raised and donated an amount of GHS 12,850.00 for a former student to undergo surgery at the International Maritime Hospital.
- Held an online workshop to consider external moderators comments on examination questions for improvement in the assessment setting.
- Held workshop for lecturers on assessment setting.

## FOCUS FOR 2022

The projections for 2022 are based on the strategic plan of the University. They are:

- Commence the development of two new programmes: MSc Economics and Finance; MPhil Economics, MSc/MPhil Operations Management.
- Hold three (3) FAF Alumni Spotlight Series to promote stronger ties with alumni.
- Enhance the research output of the Faculty by 50 per cent by the end of 2022.
- Organise two FAF Small Businesses Seminars.
- Submit one grant proposal to undertake a project.
- Organise workshops for lecturers on writing policy briefs.
- Introduce the Dean's Professionalism Awards to reward professionalism in the Faculty.



## UPSA LAW SCHOOL



**Prof. E. Kofi Abotsi**  
Dean, UPSA Law School

### OVERVIEW

In 2021, the UPSA Law School appointed new lecturers to augment the existing staff strength of the School. The School also consolidated its programmes and established new quasi-curricula initiatives such as the Point of Law Series, the Quarterly Banking Series, the Africa Trade Roundtable, and the Eminent Guest Lecture Series. From a more strategic standpoint, these programmes have been designed as brand communication tools and have greatly helped in the marketing and promotion of the UPSA Law School in the same manner as the School's documentary.

The University was privileged to have the President of the ECOWAS Court visit the School, which led to discussions and consultations on possible areas of

collaboration between the Court and the UPSA Law School. The School's newly-established Centre for African Legal Studies collaborated with the Fordham Law School to run the highly successful African Customary Law Conference and an International Symposium on Black Lives Matter.

Above all, there was a deepened commitment towards the improvement of teaching, learning and research. The first of the School's Academic and Teaching Conferences was held during the year to create the platform for Faculty to jointly review all facets of teaching and learning. Faculty members were also trained on the design and structuring of course outlines, and individual course outlines were presented and audited. In March 2021, the first edition of the African International and Comparative Law Journal was published and the issue featured publications from Faculty and external contributors. Faculty were also encouraged to publish in top-notch journals.

As the world continues to confront the deadly COVID-19





pandemic, the UPSA Law School priorities and decisions will be guided by its commitment to providing top-notch legal education and research, while ensuring the safety and health of its staff and students.

This report highlights the activities and accomplishments of the UPSA Law from January to November 2021. These activities were designed to feed into the strategic goals of the University. As the pandemic continued to challenge our established ways of conducting affairs, the UPSA Law School continued to strengthen its resolve by finding more apt ways of delivering value in terms of teaching, learning and research.

### **Academic Programmes**

The UPSA Law School offers the following programmes:

A Four (4) year LLB for non-Degree holders

A Three (3) Year LLB Degree

### **Staff Strength**

The total staff strength of the Law School as of November 2021 was forty-six (46).

### **New Appointments, Promotions, Confirmation of Appointment**

Mr. Ishaq Ibrahim was appointed on October 1, 2021, as a lecturer at the School.



### **Promotions**

During the period under consideration, eight academic staff were promoted.

### **Confirmation of Appointments**

The appointments of six (6) members of faculty were confirmed.

### **Retirement**

Prof. Edmund Kwaw retired from the University on September 1, 2021.

### **Admissions**

The School received a total of three hundred and sixty-three (363) applications out of which three hundred and thirteen (313) were short-listed for the Entrance Examinations. Of this number, two hundred and eight (208) applicants qualified for the selection interviews, which run from Monday, June 7, 2021, to Friday, June 11, 2021. Finally, a hundred and thirty-five (135) of these applicants were admitted.

### **Graduation**

The UPSA Law School successfully graduated its second batch of the four-year Programme and the third batch of the three-year Post First Degree programme on Saturday, July 24, 2021. A total 167 students graduated, 92 from the

three-year programme and 80 from the four-year programme.

### **Admissions into the Ghana School of Law**

Twenty-one (21) former students gained admission into the Ghana School of Law. Ten (10) of these students were from the four-year LLB Programme and 11 from the three-year LLB Programme.

## **HIGHLIGHT OF ACTIVITIES UNDERTAKEN**

### **Introduction of New Courses**

Two new courses which were accredited earlier on were mounted in the year in review. They were:

- BLAW 317: Financial Services Regulation I
- BLAW 421: Competition and Consumer Protection Law I

### **Staff Development**

#### **Academic and Teaching Conference 2021**

The School organised its first off-campus Academic and Teaching Conference at Aburi. All facets of teaching and learning were reviewed, more specifically individual course outlines were presented and audited, and faculty were trained on the design and structuring of course outlines.

The peer-review mechanism put in place by the School was also re-visited. At the end of the Conference, a three (3)-person committee was put in place to review the course outlines for the non-LLB courses.

### **Peer Review System**

This is an internal monitoring and appraisal system in which lecturers are, by a set schedule, assigned to monitor and appraise the lectures of their fellow lecturers.

### **Publications**

The faculty of the School published 11 articles during the review year.

### **The UPSA Law School Journal**

The maiden edition of the UPSA Law School's journal, The Africa International and Comparative Law Journal was published in March 2021. Prof. Edmund Ato Kwaw served as Editor-in-Chief with Dr. Francisca Kusi-Appiah as its Coordinating Editor.

The Editorial Council is made up of ten members, including three international editorial persons.

The second edition of the journal is currently undergoing editorial review.

## **EXTRA-CURRICULA ACTIVITIES**

### **The Quarterly Banking Roundtable**

The Quarterly Banking Roundtable (QBR), a quarterly discussion platform, examines pertinent issues affecting the banking sector in Ghana. It aims at holistically analysing the sector, dissecting its challenges, and ultimately proposing solutions to these challenges. The discussions held at the





Roundtable during the year in review included the following topics: Toxic Assets; Insolvency and Liability of Banks; Money Laundering and Ghana's Financial Sector State of Play, Banks, Corporate Governance and Risky Dealings and Banks, Trade Financing and the AfCFTA.

### **Research Dialogue Series**

The Research Dialogue Series is an academic activity that seeks to promote research and scholarship. It fosters constructive engagement between legal academia and the larger society of policymakers, lawyers, judges, and law users. It also creates a platform for critiquing yet-to-be-published research. This year, a total of seven (7) topics namely: Plant Breeders Rights Versus the Cry of the Peasant Farmer: Incentives for Development or Repressive of the Minority; Customary Law and Crime In Ghana: Rethinking the Nexus; Resolving Chieftaincy Disputes In Ghana; The Smart Approach; Alternative Disputes Resolution; A Better Option for the Settlement of Medical Malpractice Disputes in Ghana; Strengthening Parliamentary Democracy: The Withering Council of State at the Cross Road; Wealth Taxes in Ghana, a Call for Reforms; and Termination of Petroleum Agreements in Ghana: The Settled State of the Law.

### **The African Customary Law Conference**

The Centre for African Legal Studies organised the first conference on African Customary Law in 2021. The two-day conference, was run in conjunction with the Leitner Centre for International Law and Justice at Fordham Law School, and attracted some legal brains across the continent such as Justice Willy Mutunga, Nana Prof. S.K.B. Asante, His Lordship Justice S. A. Brobbey, Prof. Patrice Lumumba, and Prof. Raymond Atuguba. The two-day virtual conference took place in January 2021.

### **The Eminent Guest Lecture Series**

The Eminent Guest Lecture Series is a high-level forum for the free exchange of ideas within the context of an academic environment but with a national reach. The bi-annual event features some of the most distinguished speakers from Ghana and across the world. It is a platform on which these personalities can share their views on a wide range of topics affecting Africa and the World. This year's lecture was delivered by Adjoa B. Asamoah, a political impact strategist who spoke on the topic "The African Youth as Agents of Change."

### **The Point of Law Series**

The 'Point of Law Series' aims at simplifying the law for the public. It provides the public with education on basic legal principles. It is presented in the form of legal nuggets which are circulated twice a week on the School's various social media platforms.

### **Visit by the President of the ECOWAS Court**

In March 2021 Hon. Justice Edward Amoako Asante, the President of the ECOWAS Court, paid a working visit to the UPSA Law School. As part of the visit, he presented a lecture on the operations of the ECOWAS Court and the opportunities presented by its establishment. Discussions



and consultations on possible areas of collaboration between the Court and the UPSA Law School also took place.

### **Constitution Day Public Lecture**

The UPSA Law School, in collaboration with the One Ghana Movement, held a Constitution Day Lecture on the topic “Realising the 1992 Constitution Beyond Elections: Citizenship, Public Goods and Inclusive Governance.” The Lecture was delivered by Prof. E. Kofi Abotsi, the Dean of the UPSA Law School.

### **Africa Trade Roundtable**

Under the Theme “Advancing a Continent Market through AfCFTA”, the Africa Trade Roundtable took place in May 2021. Speakers included the Vice-President of Ghana His Excellency Dr Mahamudu Bawumia, Dr Dominic Ayine, Prof. Paolo Galizzi, Mr Youssef Moussa Dawaleh, Yusif Daya, Emily Mburu-Ndoria, Prof. Richard Oppong, Rian Geldenhuys, Prof. Olabisi D. Akinkugbe and Petina Gopal.

### **Public Lecture by Justice Prof. Henrietta Mensa-Bonsu**

Justice Prof. Henrietta Mensa-Bonsu, a Justice of the Supreme Court of Ghana, delivered a public lecture on the topic, “In the Beginning is the Word: A Ringside View of the Significance of Procedural Rules and Pleadings in the Practice of Law.” Her lecture was held in May, 2021.

### **Webinar on Teaching and Researching International (Economic) Law in Africa**

In collaboration with the University of Aberdeen and the Schulich School of Law - Dalhousie University, the UPSA Law School run a webinar on the topic, “Teaching and Researching International (Economic) Law in Africa: Strategies for Overcoming Publishing Challenges.”

### **Roundtable Discussion on Democracy**

On July 15<sup>th</sup> 2021, the Law School in collaboration Centre for Democratic Development (CDD) Ghana, organised a roundtable discussion on the topic: “The Trouble with our Democracy: The Youth Perspective.”

### **UPSA Legal Conference and Mentorship/ Fair**

The fair took place in November 2021 and was sponsored by the AB & David Africa Law Firm. It was the first conference of lawyers incorporating a mentorship session and exhibition by law firms. The Conference, under the theme, “Law Practice in a Modern and Uncertain Era” was opened by a Supreme Court Judge, Her Ladyship Gertrude Torkonoo who represented His Lordship Justice Anin-Yeboah, the Chief Justice of Ghana.

### **The UPSA Law School Documentary**

During the period under review, the Law School successfully produced a documentary on the School within the larger UPSA community. The documentary represented a tactically framed advertisement of the Law School and highlighted the





key aspects of the School's life and work. The documentary was aired on Joy News TV for three (3) weeks and is currently in circulation on social media.

### **The Dean's Welcome Cocktail for the LLB Class of 2024**

The Dean's Welcome Cocktail was an informal and interactive engagement between the Dean and faculty on one hand and first-year students of the three (3) - year LLB programme. It was held at the University's quadrangle in October 2021.

### **Fundraising and Donations**

The Law School engaged in a very active sponsorship drive as a means of raising funds to support its various initiatives. ABSA Bank signed up for a title- sponsorship of the Quarterly Banking Roundtable and AB and David Africa for the Law Conference, Mentorship/Fair. The Law School also received a donation of a Nissan mini-bus from the McDan Foundation.

## **STUDENTS ACTIVITIES**

### **UPSA Law Students Union (LSU) Handing over to New Executives**

The year in review saw a change of leadership in the Law School Union. Mr. Alfred Eli Kwasi Dei and his team handed over to a new set of executives led by Mr. Addai Badu Kwaku Larbi. Mr. Albert Quashigah continued in his role as the patron of the Union.

### **The Union's Programmes**

#### **LSU Week**

The highlight of the LSU week was the launch of the "Raising Leading Legal Edge Scholars in the 21st Century" initiative. In attendance was Honourable Francis-Xavier Sosu, Mr. Sammy Darko and Mr. Christian Malm-Hesse.

#### **LSU Cocktail Party and Mentorship Programme**

The LSU Cocktail Party and Mentorship Programme took place in the year under review. The double-packed programme began with the Mentorship Programme, and then a cocktail.

During the Mentorship session, seven former students namely Makekeli Djeketey, Demirya Okyere Darko, Daisy Alabi, Hadi Keelson, Eli Dei, John Francis and Sarah Odei-Amoani shared their experiences at the Law School and some ideas about what to do after school. The Union also held a Gospel Rock Show on November 2021.



## FOCUS FOR 2022

The following projections are made considering the foregoing:

- The creation of short legal training courses on various areas of the law to meet the demands of professional organisations in Ghana and the world as a whole. In line with this, a proposal has been submitted for processing from the UK-based firm, OPSEL, for collaboration in the delivery of training in Corporate Compliance.
- Increase the rate of faculty publication in high-ranking journals.
- Improve performance at the Professional School Entrance Examination.



## FACULTY OF INFORMATION TECHNOLOGY AND COMMUNICATIONS STUDIES



**Dr. Emmanuel S. Asamoah**

Cognate Dean, Faculty of Information Technology and Communication Studies

The Faculty has two main departments, namely the Department of Information Technology and the Department of Communication Studies offering academic and professional programmes in Information Technology, Communication and its related areas.

Since its establishment, the Faculty has positioned itself as a faculty of excellence that produces highly competent communication and IT scholars and professionals. The Bachelor of Science Degree in Information Technology Management and Bachelor of Arts degree in Public Relations Management have been structured to train and continue to train outstanding graduates who are excelling in various industries in the country and

elsewhere in the world. Similarly, the Diploma programmes in Public Relations Management and Information Technology Management provide solid technical training to make our graduates competitive in the rapidly changing world of work. The Faculty does not just offer degrees to students, but equips them with skills to be relevant and ready for industry and to make them business entrepreneurs. In addition, the Faculty allows students to constantly interact with key industry players in the various fields of specialisation. Taking a course at the Faculty is more than the attainment of academic qualifications but a process of personal growth and development involving critical thinking and creativity. The Faculty offers exciting learning experiences and builds a strong relationship with present and prospective students.



## Programme Portfolio

The following undergraduate programmes were offered at the Faculty for the regular, evening and weekend streams.

### Programmes offered by the Faculty

BSc Information Technology Management

BA Public Relations Management

Diploma in Technology Management

Diploma in Public Relations Management

## STUDENT STATISTICS

### Enrolment statistics

One thousand and eight (1,008) applicants were offered admission to the Bachelor of Science in Information Technology Management programme to Levels 100, 200 and 300. 537 Diploma in Information Technology Management applicants were also admitted to Level 100.

One thousand one hundred and sixty-four (1,164) applicants were also admitted to the Bachelor of Arts in Public Relations Management programme. Five hundred and forty-four (544) Diploma in Public Relations applicants were admitted in the period under review.

### Total Student Enrolment

The current total student population of the Faculty is 5,127. The Department of Information Technology Studies has 2,023 students and the Department of Communication Studies has 3,104 students.

## GRADUATION

In 2021, the Department of Information Technology Studies graduated 196 students consisting of 88 Bachelor of Science in Information Technology Management and 108 Diploma students respectively.

### Staff strength

The Faculty of Information Technology and Communication Studies has 92 members of staff comprising full-time lecturers and administrators.

### Appointment

Dr. Edwin Tetteh Ayernor was appointed as Cognate Dean of the Faculty of Information Technology and Communication Studies in January 2021, to oversee the activities of the Faculty after the demise of Dr. John Bosco Damnyag (Dean). In October 2021, Dr. Emmanuel Selase Asamoah was appointed to replace Dr. Ayernor.



## HIGHLIGHTS OF ACTIVITIES OF THE

### 13<sup>th</sup> Graduation Ceremony, 2021

The graduation ceremony for students of the Faculty of Information Technology and Communication Studies was held in October 2021.

### Dissertation proposal defence

Final year Level 400 students of the Faculty of Information Technology and Communication Studies successfully wrote their dissertations and carried out their project work, which were diligently supervised by the lecturers.

### Orientation for fresh students

An orientation programme was organised for all freshmen of the Department of Information Technology Studies and Public Relations Management by the Management of the Faculty.

## STUDENT ACTIVITIES

### Election and handing over/awards ceremony

The Communication Studies Students Association (ComSSA) held its annual elections in July, 2021 to elect to office its third administration to steer the affairs of the Association. During the event, all past and immediate outgoing executives were presented with citations of honour to appreciate their contributions to the success of the Association. Outstanding class representatives were also honoured with certificates for rendering services to their respective classes and the Department as a whole.

### Hand Over

The new executives of the ComSSA were sworn into office under the leadership of Mark Oforu Asirifi.

### Launch of Mobile app

ComSSA officially launched a new ComSSA UPSA Mobile App in the year under review. The mobile application has carefully tailored features for the needs of students. Key features of the Mobile App include: past examinations questions, ComSSA UPSA online radio, a discussion forum, ComSSA online shop and departmental registration.



### Roll out of programmes on the ComSSA Radio

The official live testing of the ComSSA radio featured health and educational issues among others was launched in the year under review.





## ComSSA DIGEST

This initiative was created by the ComSSA to create a weekly motivational message medium for ComSSA students to learn the benefits and importance of studying Public Relations.



## Extra-curricular activities by students

Precious Araba Yankson, a Level 300 evening student of the Department of Communication Studies was a part of the Miss Malaika Ghana Competition, a beauty pageant. Precious made it to the finals, out of over 30 finalists.

Ruhaina Fawzia Sayuti, a Level 200 student of the Department, also took part in this year's Miss Galaxy Competition. Fawzia equally made it to the finals of the competition.

## Language Centre

The Centre was established to run certificate programmes in English and French for students, teachers, individuals and corporate organisations. The Centre extends opportunities to members of the University community who want to acquire

contemporary language usage in both English and French. The Centre also organises various community services, such as:

### Language Centre Activities

- Editing and proofreading services
- Translation services
- Community services
- Course development
- Language Clinic
- Certificate courses in English and French
- Specialised courses for students from non-English speaking countries
- Workshops
- Language tips

## Community services

### Second Language Clinic

The Language Clinic organised the second language clinic aimed at refreshing the language use of participants.

## KEY ACHIEVEMENTS

In 2021 the students, faculty and other members of staff worked tirelessly to make UPSA a distinguishing environment for learning, research, and active academic campus.



## OUTLOOK FOR 2022

### 1. New programmes

The Faculty of Information Technology and Communication Studies is poised to roll out new programmes in two departments:

### 2. Research Publications

- a. Step up efforts in research activities and improve upon previous years' publications record.
- b. Provide publication options and resources
- c. Encourage co-authorship and publications
- d. Mentorship of young faculty members

### 3. Community Services

- a. Conduct at least two community service programmes
- b. Develop student volunteerism and social responsibility
- c. Develop community engagement activities

### 4. Grants and visibility

Engage in the following activities:

- a. Attract grants and funding
- b. Engage in industry collaborations and partnerships
- c. Improve visibility through seminars, workshops etc. (Technology and Communication Trends)
- d. Database to contact and improve alumni relations

### 5. Language Centre

- a. To revive and expand the scope of operation of the Language Centre
- b. Increase income generation activities

### 6. Professional Training

- a. Introduce two (2) IT professional certification courses including cybersecurity
- b. Intensify the interest in IT professional programmes
- c. Formalise the online radio project and online portal



## DISTANCE LEARNING SCHOOL



**Prof. Albert Puni**

Dean, Distance Learning School

### OVERVIEW

In the University's quest to increase access to higher education in Ghana and beyond, the Distance Learning School (DLS) was set up to offer Distance Learning Programmes. The Distance Learning School's maiden admission of students was in 2020. This report highlights the activities undertaken by the Distance Learning School.

### Programmes and Courses

#### Programmes

The Distance Learning School (DLS) continued to run four (4) Graduate Programmes namely:

MBA in Accounting and Finance

MBA in Auditing

MBA in Corporate Governance

MBA in Marketing

#### Study Manuals

Study manuals continued to be developed to facilitate teaching and learning. The stages in the manual development were as follows: 14 manuals completed, 18 yet to be completed, 11 manuals yet-to-be commissioned.

#### Learning Management System (LMS) and Course Delivery

Five courses were offered in the first semester of Year One, while twelve courses were being taught in the first semester of Year Two. Study manuals were developed and uploaded to the Virtual Platform or Learning Management System (LMS) with accompanying infographics PowerPoint slides. Lecturers used the infographic PowerPoint for a two-hour live session teaching on specific days and specific times. The security of the platform was and is guaranteed against



illegal duplication. Lecturers used Zoom meetings for lectures with students on a timetable drawn conveniently to suit both lecturers and students in an interactive mode.

### E-Resources

The DLS has acquired e-resources/e-books from case study websites for teaching and learning.

### Training Programme for E-resources

Two training programmes were organised for lecturers on how to upload and teach students with e-resources. The e-resources/e-books were used as learning materials in place of study manuals that were yet to be developed.

### Examination

Examination for the first semester in 2020 was conducted on a face-to-face basis. However, in the second-semester exams, seven (7) courses were

written on a face-to-face basis, while one course, Research Methods was written online. In both semesters examinations, there were no exam malpractices recorded.

## STATISTICS

### Admissions 2020/2021 and 2021/2022

Tables One (1) shows the details of the first and second admission for the 2020/2021 and 2021/2022 academic years. Fifty-four (54) applications were received in 2020/2021 and sixty-five (65) applications for 2021/2022 respectively. The admitted applicants were those who met the requirements.

### Matriculation

The School of Graduate Studies (SOGS) runs the Distance Learning School programmes. Forty-four (44) fresh students from the Distance Learning School took part in the Matriculation that was held on November 16, 2021.

### Analysis of 2020/2021 and 2021/2022 admissions

Year	Applications	Admitted	%	Registered	%	Total Population	% Change
2020	54	37	68.52	32	86.49	32	100%
2021	65	56	86.15	44	78.57	76	137.5%

Source: Graduate School

# Our Professional Business Leaders Boldly Stepping into the World of Work



## WEEKEND SCHOOL



**Dr. Ampem Darko Aniapam**

Dean, Weekend School

The year 2021 has been an exciting one for the Weekend School and as a result, has provided a great foundation for some goals/objectives that the School hopes to achieve in 2022.

The main goal of the School during the year was to improve upon our performance from the previous year in terms of augmenting students' enrolment as well as providing a conducive environment for effective teaching and learning. To achieve this, the focus was to ensure better performance by communicating through phone calls with all applicants who gained admission but had not reported, as well as creating a conducive environment to support 21<sup>st</sup> Century teaching and learning. The Management of the Weekend School will continue with these drives. This report summarises the

activities undertaken by the school during the year, the goals/objectives hoped to be achieved in the ensuing year of 2022.

### OVERVIEW

The Weekend School of the University was established in 2009 as a solution to the challenges that workers face when combining their careers and academic advancement. The Weekend School has since admitted students to various undergraduate and diploma programmes and graduated its eleventh (11<sup>th</sup>) batch of students in October 2021.

### Programmes offered by Undergraduate Weekend School

At the start of the 2021/2022 academic year, the Weekend School mounted the following degree and diploma programs as follows:

#### Degree Programmes

BSc Accounting

BSc Accounting and Finance

BSc Banking and Finance

Bachelor of Business Administration

BSc in Marketing

BSc in Information Technology Management

BA Public Relations Management

BSc Actuarial Science



## Diploma Programmes

Diploma in Accounting

Diploma in Marketing

Diploma in I.T. Management

Diploma in Management Studies

Diploma in Public Relations

## STUDENT STATISTICS

### Admissions/Matriculation

#### 2021/2022 Fresh Applications

A total of 666 candidates applied to the Weekend School for the 2021/2022 academic year in November 2021. The figure comprised 340 Males and 326 Females.

#### 2021/2022 Fresh Admissions

A total of 397 applicants were admitted out of the 666 applicants, representing 67.8% of the applicants. The 2020 admissions figure was 1019. The 2020 and the

2021 admission figures showed a decline of 40% in the 2021 admissions.

### 2021/2022 Fresh Registration/Enrolments

A total of 225 out of 397 admitted students registered. This represents 76.4% of total weekend admissions. This figure excludes fresh Level 100 Diploma and Degree students. No fresh Level 100 degree or diploma students had been admitted at the time of submitting this report. In 2020, a total of 733 fresh degree and diploma students had enrolled at the undergraduate Weekend School.

It is hoped that by the time the academic year starts in January 2022 for fresh Level 100 students, the number of registered students would have increased.

### 2021/2022 Total Enrolment (Fresh & Continuous)

Total registered students for 2021/2022 was made up of 707 degree (fresh degree top-up and continuous students) and 157 diploma students (only level 200 diploma students) making a total of 864 students who have registered for the first semester of the 2021/2022 academic year as November, 2021.

Last year (2020), the figure of all registered students for the first semester of the 2020/2021 academic year was 1,396. It is hoped that the enrolment figure will increase when WASSCE candidates enroll in January 2021.

## GRADUATION

The 11<sup>th</sup> batch of students from the Weekend School graduated in October 2021.



**Staff**

The Weekend School is managed by three (3) permanent staff and one national service person.

**Faculty**

The Weekend School does not have its faculty. It, therefore, relies on the academic departments for its faculty needs.

**HIGHLIGHT OF ACTIVITIES**

The School undertook a number of activities that were aimed at helping the University achieve its objective of providing a conducive environment for effective teaching and learning.

**KEY ACHIEVEMENTS**

Despite some of the constraints experienced as a School, the following are the achievements chalked during year.

- i. Procured internship placements for some students at a few financial institutions.
- ii. Collaborated with the faculties and the Academic Affairs Directorate to reduce the number of weekend students who could not graduate due to incomplete result issues.
- iii. Maintained a staff presence on Saturdays and Sundays to render quality service to weekend students throughout the year.

**OUTLOOK FOR 2022**

The Management of the Weekend School has set the following targets for the 2021/2022 academic year:

- To coordinate with Academic Affairs Directorate for the timely resolution of weekend students Incomplete Results (IC) issues.
- To ensure a serene atmosphere for teaching and learning on weekends.
- To collaborate with Management and other directorates to continue the enrolment drive by calling each qualified applicant and encouraging them to register and enrol.
- To put in place mechanisms to improve upon the quality and timely delivery of services to students.

## EVENING SCHOOL



**Dr. Helen Arkorful**

Dean, Evening School

### OVERVIEW

The year under review started slowly as the whole world was recovering from the aftermath of the COVID-19 pandemic. Despite the environmental uncertainties, the University successfully navigated through the year. The return to academic life took a new turn as the University had to deploy innovative strategies to curb possible infections and the spread of the virus within the community. The approach to teaching and learning changed, where the virtual platform and in-person modes were concurrently adopted. The Evening School played its role diligently and fulfilled its mandate. The year saw greater coordination between the School and the faculties resulting in immediate resolution of challenges.

The Facility Manager also played a big role in addressing classroom/lecture halls, and other resource challenges with immediacy.

### STAFF

The School's core staff strength is four. This is made up of two Senior Members and two national service personnel. The School is also serviced by officers from the faculties and departments.

### PROGRAMMES

The Evening School covers twelve (12) out of sixteen (16) mainstream undergraduate and diploma programmes as follows:

BSc Marketing

BSc Accounting

BSc Banking and Finance

BSc Information Technology Management

BA Public Relations

Bachelor of Business Administration

BSc Accounting and Finance

Diploma in Management

Diploma in Accounting

Diploma in Marketing

Diploma in Public Relations Management

Diploma in Information Technology Management



## STUDENT STATISTICS

### Total Students Population (Total Registered Students)

The total students' population for the 2021/2022 academic year stands at 2,724. This is made up of 1,349 males and 1,375 females.

The population of the Evening School for the 2020/2021 academic year was 2,902 as against 2,517 for the 2019/2020 academic year. This represented a percentage increase of 13.26% in that year. However, the 2021/2022 population of 2,724 represents a decrease of -6.00%.

### Graduation

During the 13<sup>th</sup> Congregation of the University, the Evening school graduated 647 students. This consisted of (563) undergraduates and 84 diploma students. The graduation population of the Evening School represents 22.19% of the institutional graduating class of 2021 compared to 25.16% in 2020.

## HIGHLIGHT OF ACTIVITIES

The Evening School participated in all the major activities of the University from registration, to examinations, culminating in graduation. Monitoring was rigorously undertaken amidst the blended approach to teaching and learning. The long absence from academic activities due to the pandemic saw students returning to school with great enthusiasm. In view of the blended approach to teaching and learning which made in-person contact very brief, students were eager to make the most out of the brief contact hours with lecturers. This saw high numbers in lecture attendance.



## FOCUS FOR 2022

The Evening School looks forward to increasing its collaborative efforts with the faculties to improve the delivery of teaching, learning and research.

## INSTITUTE OF PROFESSIONAL STUDIES



**Dr. Fredrick Doe**

Deputy Director, Institute of Professional Studies

### OVERVIEW

The Institute of Professional Studies (IPS) is the oldest academic unit of the University of Professional Studies, Accra. It is the Unit charged with the provision of tuition and training in professional courses and has maintained and executed this mandate for 56 years. The mandate of the Directorate as stated in Section, 21.0 of the Statute is to “carry out the following functions:

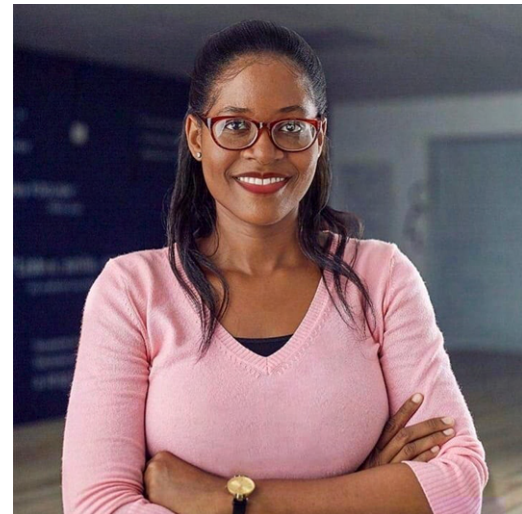
- Organising and supervising professional education
- Engage in appropriate consultancy services, and
- Generate income from activities relating or relevant to education and training.

### PROGRAMMES OFFERED

The Institute continues to provide tuition leading to qualifications in the Chartered Institute of Marketing (CIM, UK), Chartered Institute of Bankers, Ghana (CIBG), Institute of Chartered Accountants, Ghana (ICAG), Association of Chartered and Certified Accountants (ACCA), Chartered Institute of Management Accountants (CIMA) and Institute of Chartered Secretaries and Administrators (ICSA).

### New additions to the Institute's portfolio

Chartered Institute of Logistics and Transport (CILT)  
Chartered Institute of Marketing, Ghana (CIMG)



## STUDENT STATISTICS

### Admissions

The total admission at the IPS in 2021 was 99. Breakdown of admission is shown in the table below:

COURSE	TOTAL
CIM-UK	21
ACCA	14
ICAG	17
CIMG	47
TOTAL	99

### Graduation

In the period under review, 15 marketing students qualified for the Post-Graduate Certificate in Marketing, while one student just completed the BSc in Accounting Degree. Miss Cecilia Duut passed all her papers to charter on the ACCA programme.

### Staff

For the period 2020-2021, the Directorate had a staff of five (5), and was led by the Deputy Director.

### Faculty

Faculty members teaching on the professional programmes are drawn from Accounting, Banking and Finance, Marketing and the Business Administration departments. Those teaching the Compulsory Degree Professional Programme (CDPP) are also sourced from the above departments as well as from the Public Relations and Information Technology departments.



## HIGHLIGHTS OF ACTIVITIES OF IPS

The University initiated discussions with new professional bodies aimed at collaborations and obtaining accreditation to run the professional programmes in question. These meetings resulted in MoUs that were presented to Management for deliberation and signing. The professional bodies include:

- Chartered Institute of Logistics and Transport (UK/GHANA)
- Chartered Institute of Procurement and Supply (UK/GHANA)

Other activities included formalising existing collaborations with the following professional bodies:

1. Chartered Institute of Bankers, Ghana (CIBG)
2. Chartered Institute of Management Accountants (UK/GHANA)
3. Chartered Institute of Management Accountants (CIMA)





## KEY ACHIEVEMENTS

The Institute in collaboration with the Information Services and Technology Directorate (ISTD), worked to create the IPS Application Platform for future admissions and student data management. The portal will be named as 'Professional Student Information Management System' (PSIMS) and will soon be launched.

## FOCUS FOR 2022

The Institute earmarked the year 2022 as the year of increased student enrollment. To increase enrollment, each schedule officer has been tasked to draw up a programme of outreach targeting workers in various organisations to whom our professional programmes might be of interest. They are also to market professional programmes in their charge to degree students of UPSA. It is expected that two outreach programmes will increase enrollment from both external and internal sources.

The Institute anticipates an increment in the IGF generated appreciably by the close of 2022.







# CENTRES OF EXCELLENCE





## INSTITUTE OF WORK, EMPLOYMENT AND SOCIETY



**Dr. Mary Essiaw**

Director, Institute of Work, Employment and Society

### OVERVIEW

The Institute of Work, Employment and Society (IWES) is mandated to engage in cutting-edge policy-driven research, consultancy and advocacy in the areas of work, employment and societal issues. The Institute anticipates empowering individuals by transforming their lives, their experiences at work, and employment relationships.

Our participation in high quality applied research is directed at influencing organisational practices and public policies for national growth and development. IWES hopes to gradually strengthen the work and employment relationship as it drives innovative discoveries in areas vital to the world of work with the ultimate goal of improving the employee, organisational

practices, and the various sectors of the economy in the world at large.

The Institute intends to carry out research, advisory and consultancy services for dissemination to various sources and build on the concerted efforts with its stakeholders, local and international partners.

### STATISTICS

#### Appointment & Confirmation of Staff

The total staff strength of the Institute is nine (9). To enhance the Institute's human resources capacity for higher productivity, one Research Fellow, was appointed.

Three staff members had their appointments confirmed.





### **Additional Responsibility**

The Director of IWES, Dr. Mary Naana Essiaw assumed the additional responsibility of the University's Human Resource Management functions and roles. The effective date was 8th March, 2021.

### **Staff Development**

Members of the Institute attended conferences, webinars, seminars, workshops which were organised during the period under review.

## **HIGHLIGHTS OF ACTIVITIES**

### **Capacity Building of IWES Staff**

During the period under review, the Institute built the capacity of its staff in quantitative and qualitative data analysis. This was to support the research activities of the Directorate.

### **University Management Meeting with The IWES**

To boost the morale of all staff for efficiency and effectiveness at work, the University's Management held a meeting with all staff in different groups. IWES, together with other departments, had their session on 25<sup>th</sup> May 2021. The meeting was to enable the Vice-Chancellor have a close-up conversation and to encourage members to work harder to move the University to greater heights.



## **CONSULTANCY SERVICES**

### **Professional Training**

As part of our outreach programmes, the Institute submitted proposals to various organisations with tailor-made training programmes for their employees. The Institute secured a contract with AngloGold Ashanti Ghana (AGAG) to train some employees in a supervisory management programme. IWES commenced the Professional Certificate in Supervisory Management programme for about 800 Supervisors from AngloGold Ashanti Ghana (AGAG) in cohorts. Delivery of various modules for the first cohort of 30 participants has been completed. A training manual for the programme was developed by the facilitators. The first cohort of 30 participants graduated on 7<sup>th</sup> October 2021 in a colourful ceremony held in Obuasi.

A three-member team led by Prof. Charles Barnor, Pro-Vice-Chancellor, represented the University during the graduation ceremony.

In attendance were the Managing Director of AGAG, Dr. Eric Asubonteng, Human Resource Manager, Wosiela Eve Bobie and many other department and unit heads. After the graduation ceremony, the team also negotiated an increase in cohort numbers and discussed the Organisational Leadership Development programme.





The Institute continued to scout for 'Call for Research Proposals' and 'Expression of Interest' that falls within its mandate. Follow-ups have been made on some proposals that were previously submitted to various organisations. The Institute has engaged and been granted various interview sessions on some proposals submitted to organisations.

One such proposal submitted to Oxfam, UK has yielded some positive results. The Institute has been short-listed, gone through the final interview, and awaiting results.

### **Programme Design**

The Committee set up by the Pro-Vice-Chancellor to design new programmes for the Institute is working assiduously to complete the necessary consultations with different organisations in Health and Safety, Environment and Sustainable Development, and Disaster Management. In this direction, letters have been sent to various industries and public organisations/institutions for collaboration. Documentation for the programmes to be submitted to the Academic Audit and Review Committee of UPSA for approval and onward submission to the Ghana

Tertiary Education Commission (GTEC) is currently underway. The programmes include:

- Master of Science (MSc) in Occupational Health and Safety
- Professional Diploma in Occupational Health and Safety Practices

The Institute has plans on developing a Diploma Programme in Disaster Management in the near future.

### **Lecturing Academic Programmes**

Research Fellows at IWES supported the faculties in delivering various courses.

### **2021 International Labour Day**

The 2021 International Labour Day (May Day) public lecture was held on Friday, May 14, 2021, and the mode of delivery was virtual. The theme for the public lecture was: "COVID-19 and the Workplace: Issues, Insights and Implications for Future Action."

The main speakers for the day were:

- Mrs Nana Antwiwaa Asante - Country People Lead, AB InBev, and
- Mr Edward Kareweh - General Secretary, General Agricultural Workers' Union (GAWU), Accra.

The lecture highlighted the restrictions that the COVID-19 pandemic has placed on workplaces and the need to think critically as individuals, unions and collectively about the nature of work schedules within the new normal work environment for national development.

## Short Course Training

The Institute continued to make contact with various organisations to create awareness about IWES courses and invite them to participate in the short course training programmes.

The three-day short course IWES training programmes include the following:



## CONDUCT OF POLICY-DRIVEN RESEARCH Research Ethics Committee

The determination of IWES in ensuring the formation of the Institutional Research Ethics Committee (IREC), led to a consultative meeting of other stakeholders in the University.

## Research Publications

The Research Fellows of the Institute worked on seven articles that have been published in various journals. While some are at various peer-review stages, and others are at the advanced stages of the publication process.

## Certified Public Manager (CPM) Programme

To give the Certified Public Manager Programme the needed prominence as an upcoming professional programme for UPSA, various platforms have been used to advertise the CPM Programme.

One such platform enabled IWES to meet the Speaker of Parliament, Rt. Hon Alban S. K. Bagbin and the Parliamentary Select Committee on Education on Wednesday, June 9, 2021 to introduce the new Certified Public Manager® (CPM) training programme aimed at building the capacities of Members of Parliament (MPs) as well as staff of the Parliamentary Service.

The Speaker expressed personal interest in the programme, assuring that Parliament was committed to supporting its members to participate in the training programme after consultations with the leadership of the House as well as staff of the Parliamentary Service, especially those in management positions.



He urged the delegation to develop other tailored models and programmes that can be useful to the work of Parliament.

The programme is jointly offered by the UPSA and University of Virgin Islands (UVI), in partnership with Gamey & Gamey Group, a consultancy services and practical training organisation.

### **Webinar for UPSA Staff on Planning for Retirement**

The first session of the Institute's flagship programme for staff on Planning for Retirement was organised virtually in October 2021. The speaker, Mr. Andrews D. Agblobi, lecturer and pensions expert, Faculty of Accounting and Finance took participants through "Investment opportunities: Managing Provident Fund for Retirement."

The second session on health was held virtually in October. The theme for the programme was "Keeping Your Health from Retirement." The speaker was Dr.

Bernard Dornoo, Medical Doctor, UPSA. The Institute will continue to seek support for subsequent workshops and seminars to be held for staff to enhance their preparatory activities towards an enjoyable retirement.

### **Association of Retirees of UPSA (ARUPSA)**

The Institute's quest to form the Association of Retirees of UPSA (ARUPSA) is on course. Some retirees have been contacted and a WhatsApp group has been created to encourage communication on the way forward. Efforts are being made to collate inputs from major stakeholders to enhance the process of securing a constitution for the Association. Plans are underway to launch the Association as soon as possible with support from Management.

### **Organisational/institutional Collaboration**

To engender more exposure and secure partnership with different organisations, the Institute participated in several other activities. These included holding high-level meetings with various Chief Directors in the Ministries and Human Resource Managers of various organisations on areas of collaboration and priority for government agencies. In line with this, IWES has collaborated with the following organisations and institutions:

- AngloGold Ashanti (Ghana) Limited
- Gamey and Gamey Group
- Trades' Union Congress (TUC)
- General Agricultural Workers' Union (GAWU)
- HR Focus Digital Group of L'AINE Services Limited
- The University of Virgin Islands – United States of America





## KEY ACHIEVEMENTS

### Human Resource:

- **Capacity Building:** - The staff members of IWES were trained in quantitative and qualitative software.
- **Conferences:** All the nine (9) staff at the Institute attended various conferences, seminars, symposia, and workshops.
- Four (4) Research Fellows and the Director presented papers at various international conferences and symposia.

### UVI Certified Public Manager

**Programme:** The IWES team met the Speaker of Parliament, Rt. Hon Alban S. K. Bagbin and the Parliamentary Select Committee on Education to introduce the new Certified Public Manager® (CPM) training programme.

### Consultancy Services:

- IWES graduated its first cohort of 30 Supervisors from Anglo-Gold Ashanti Ghana (AGAG) in October 2021.
- The second cohort of the Professional Certificate in Supervisory Management programme commenced in November 2021 with 32 participants.

- Oxfam, UK. Consultancy to conduct baseline research on Social & Gender-Based Violence (SGBV). IWES has been short-listed, gone through a selection interview, and waiting for a response.

**Programme Design:** IWES, in collaboration with the Department of Business Administration, UPSA, has submitted an outline for an MSc Programme in Occupational Health and Safety to the Academic Audit and Review Committee of UPSA.

### Research and Publication Activities

- IWES is ensuring the setting up of a Research Ethics Committee for UPSA.
- The Institute has two (2) major institutional research activities ongoing.
- The staff of IWES have published in various peer-reviewed journals.

### International Labour Day Celebration

**Public Lecture:** This year's public lecture was held on the theme "COVID-19 and the Workplace: Issues, Insights, and Implications for Future Action."

### Seminar on Planning for Retirement:

The annual seminar for UPSA staff was held on Investment and Health.

### Association of Retirees of UPSA

**(ARUPSA)** A virtual platform has been set up for members. Membership has been increasing and the Association will be inaugurated next year.



**Collaboration:** The Institute has collaborations with five (5) local Institutions, One multinational organisation and two (2) universities from the USA.

## AWARDS AND PRIZES

### Vice-Chancellor's Excellence Award

The Director of the Institute, received the Vice-Chancellor's Excellence Award in July 2021. The award was presented by the University for her dedicated service, devotion and commitment.



## FOCUS FOR 2022

In the ensuing year, the Institute plans among other things, to undertake the following activities:

- Conduct research in the areas of work, employment, and social issues.
- Project the image of the Institute globally through participation in international conferences, seminars, and research publications.
- Undertake corporate social responsibility (Planning for Retirement)
- Annual International Labour Day Public Lecture (May Day)
- Undertake consultancy services
- Solicit collaboration and partnerships
- Inaugurate UPSA Retirees Association
- Start the programmes in MSc. in Occupational Health and Safety and the Certified Public Manager.



## BUSINESS DEVELOPMENT CENTRE



**Dr. Albert Martins**

Director, Business Development  
Centre

### OVERVIEW

The Business Development Centre (BDC) is the commercial wing of the University. The Centre aspires to become the most successful and the most profitable commercial enterprise in Ghana's tertiary education sector. It has the mandate to generate additional streams

of revenue for the University through the development of professional programmes, training programmes, consultancy services as well as business support services targeted at variety of markets. This report outlines the commercial operation undertaken by BDC in the year under review.

### STATISTICS

The Centre has a total of fifty-three (53) staff. This comprises thirty-five (35) permanent and eighteen (18) contract staff.

### HIGHLIGHTS OF ACTIVITIES AT THE CENTRE

#### Training

The Centre undertook training programmes (short, certificate and certification courses). The short courses were training programmes for two to three days where Certificates of Participation were awarded at the end of the training. Certificate Courses were longer in duration, where participants were assessed and issued with UPSA Certificates. Certification Courses were awarded by external awarding bodies.

#### Consultancy Service

BDC collaborated with the Research and Consultancy Centre (RCC), Institute of Works, Employment & Society (IWES) and other Centres to undertake consultancy services for organisations and the general public.



## Rentals

The Centre rented out facilities of the University for income-generation. Some of the rentable facilities include shops, lecture halls, open spaces, astroturf sport complex, Kofi Ohene- Konadu Auditorium and the electronic billboard.

## Hostels

Currently, the University has two (2) Hostels that host students; Hostels A and D. Hostel A takes 1,334 students while Hostel D takes just twenty-four (24) students.

The University is currently constructing two new hostels; Hostels B and C which are near-completion. Hostels B and C will take 1,480 and 1,635 students respectively. Apart from students paying hostel fees to the University, the hostels are also rented out to the public during school vacations.

## Vice-Chancellor's Endowment Fund

The fundraising aspect of the Vice-Chancellor's Endowment Fund (VCEF) falls under BDC. The Centre raised funds from alumni, corporate institutions and organisations as well as individuals. BDC is currently exploring the possibility of raising funds from abroad.

## Alumni Relations

The BDC is mandated to coordinate and strengthen alumni activities so that they can contribute to the development of their alma mater.

## KEY ACHIEVEMENTS

The BDC chalked several achievements including the following:

### Access Programmes

The Chartered Institute of Marketing (CIMG) professional course was added to the Access programme portfolio with a total of 44 students gaining admission. The rest are CIM-UK, ACCA and ICAG admitting a total of 50 students.

### Short Courses

Short courses and Certificate courses raked in a total of GH¢178,860.00. The course, "Legal Framework Regulating Management of Public Funds" had an impressive turnout with 67 participants, generating a net profit of ₵77,840.

### Collaborations

- UPSA signed an MoU with Anglo Gold Ashanti, Ghana (AGAG) to develop a Supervisory Management and Leadership Development Programme (SMLDP). This involved the training of 800 Supervisors for the Professional Certificate in Supervisory Management qualification and 200 Managers for the Postgraduate Diploma in Leadership and Organisational Development qualification.
- UPSA signed an MoU with the Ghana Armed Forces (GAF) where UPSA redesigned and restructured the curriculum of GAF's Haizel School of Finance for its students to earn UPSA

qualifications.

- UPSA collaborated with the Ghana Police to conduct recruitment examinations for 54,821 applicants throughout Ghana on November 21.
- UPSA is collaborating with Ghana National Chamber of Commerce & Industry (GNCCI) to develop the capacity of 100 SMEs per year.

### Rentals

- UPSA is currently hosting the Ghana Law School (GLS) at the Student Centre on its campus. GLS was provided with lecture halls, administrators office and lecturers' holding rooms.
- The Kofi Ohene-Konadu Auditorium hosted several events organised by professional groups, political groups, business organisations, social groups and churches.



### FOCUS FOR 2022

BDC will establish more collaborations with other entities for the benefit of the University and will embark on the following:

- BDC will explore partnership opportunities with water companies to sell branded sachet / bottled water on commercial basis to students, staff and other institutions to generate funds for the University.
- Diverse funding options will also be explored to increase funding for VCEF including quarterly musical fundraising concerts with gospel and contemporary artistes at the Kofi Ohene-Konadu Auditorium. BDC will procure and sell UPSA souvenirs to Fresh Level 100 students to raise additional funds for VCEF.
- For rentals, the Kofi Ohene-Konadu Auditorium is expected to increase income by some 30% through repeat businesses and referrals. The Centre also intends to collaborate with CIMG to put together an annual SME paid conference at the Auditorium.
- The Access Programmes Unit intends to increase the number of students this year by liaising with Academic Affairs to advertise the Access courses together with the University's courses.
- The Short Courses Unit also hopes to organise a minimum of twenty-four (24) courses/ workshops for the year 2022, raking in an estimated gross profit of Eight hundred and fifty thousand Cedis (Ghs 850,000.00)



## RESEARCH AND CONSULTANCY CENTRE



### **Prof. Ibrahim Mohammed**

Director, Research and Consultancy  
Centre

The Research and Consultancy Centre (RCC) is mandated to promote, administer and oversee all research, scholarly and consultancy activities in the University. In exercising this mandate, the RCC carries out its functions under the following six core units:

- Institutional Research and Decision Support
- Research Projects
- Consultancy
- Academic Publications
- Research Compliance
- Marketing

### **STATISTICS OF THE RESEARCH AND CONSULTANCY CENTRE (RCC)**

#### **Staff**

During the year, the staff strength of the RCC was thirteen (13) regular staff and two (2) national service personnel.

#### **Promotions**

In the year under consideration, two faculty members were promoted as follows:

- Dr. Ibrahim Mohammed was promoted from Senior Research Fellow to Associate Professor of Tourism Economics.
- Dr. Joseph Kwadwo Tuffour was promoted from Senior Lecturer to Associate Professor of Applied Economics.

Currently, five staff at the RCC are at different stages of completing their PhD studies.





## HIGHLIGHTS OF ACTIVITIES OF THE CENTRE

### Development of Research Proposals and Concept Notes

RCC continued to develop research grant proposals and concept notes for funding. Most of these proposals were in response to open calls or requests for proposals by international funding agencies. As a strategy to increase the chances of securing some of these grants, the Centre collaborated internally with Units in the University and externally with other Institutions.

In total, two research proposals and three concept notes were developed and submitted. These included:

#### **1. Collaborative Research Proposal submitted to the United Nations University (UNU-WIDER)**

In collaboration with some faculty members from the Department of Economics, University of Ghana, the RCC responded to a Request for Proposals (RFP) by UNU-WIDER on World Income Inequality Database to conduct a research project entitled, *“Is economic growth, declining income inequality and poverty*

*reduction an impossible trinity in Africa? An assessment of recent evidence among sub-regions in sub-Saharan Africa.”*

#### **2. Collaborative Research Proposal submitted to the United Nations University (UNU-WIDER)**

Working with some faculty members in the Faculty of Accounting and Finance with a specialisation in taxation, the RCC responded to a Request for Proposals (RFP) by UNU-WIDER on data for tax revenue mobilisation to conduct a research project entitled, *“An assessment of government revenue performance in developing countries and its relationships with unemployment, poverty reduction and inequality.”*

#### **3. Three Concept Notes (CN) submitted to the German Federal Ministry for Economic Cooperation and Development (BMZ)**

The Centre, in collaboration with other partners in the University, submitted three Concept Notes in response to an open call by the Investing for Employment Facility (IFE) issued on behalf of the BMZ. These CNs were intended to access grants for:

- The construction of a UPSA Satellite Campus at Amofo, near Bekwai in the Ashanti Region, to incubate Small and Medium Enterprises (SMEs) and provide distance learning.
- The construction of a "Green" Data Centre and labs for training, data processing and analytics.
- The construction of Integrated Waste Management, Recycling & Purified Water Project.

## Expressions of Interest and Proposals for Consultancy Services and Trainings

Regarding consultancy services, the RCC also responded to several calls for proposals, Expression of Interest (Eol), and Requests for Quotes (RFQ), the breakdown of which is as follows:

### 1. Request for Quotes submitted to the Chartered Institute of Bankers (CIB)

In collaboration with the Faculty of Accounting and Finance, the RCC submitted a Request for Quotes (RFQ) to the CIB to provide consultancy services in the design, development, and implementation of a new curriculum, and related learning and examination systems for the Institute's Professional Banking Diploma Programme and the Associate Chartered Banker Programme.

### 2. Technical and Financial Proposal submitted to the Bono East Region

In response to an advertisement for consultancy services, the RCC submitted both technical and financial proposals to the newly created Bono East Region to develop a five-year strategic plan for the region.

### 3. Expression of Interest submitted to GIZ

The RCC submitted two Eols to GIZ to:

- Provide consultancy services for the training of staff of the Financial Stability Department of the Bank of Ghana (FSD- BOG) in the use of statistical and data analysis tools such as MATLAB, E-VIEWS and STATA; and
- Train the new Board of Directors of Microfinance Associations and Institutions in Corporate Governance.

## Journal of Business and Professional Studies (JBPS)

The editorial work on Volume 13 is nearing completion with about 10 papers scheduled to be published in this volume. Under the leadership of Prof. Nathan Austin, the new Editor-in-Chief, work on Volume 14, will be published as a Special Issue on “*The Impact of the COVID-19 Pandemic on Emerging Economies' SMEs*” is also progressing steadily. Submitted manuscripts have been desk-reviewed and the selected papers are undergoing the double-blind peer-review process.

## Conferences and Seminars

### 6th ICBMED Conference

Preparation toward the organization of the 6<sup>th</sup> edition of the University's annual conference, dubbed, International Conference on Business Management and Entrepreneurial Development (ICBMED), started in earnest with a call for papers on the theme, “*Managing Business in Times of Crisis: Implications of COVID-19 for Business.*” The Conference was successfully held virtually from 15<sup>th</sup>- 16<sup>th</sup> April, 2021. The Keynote and Guest Speakers were Prof. Philip Ebo Bondzi-Simpson, Rector of GIMPA and Mrs Abena Osei-Poku, Managing Director of Absa Bank.





Over 120 abstracts were submitted to the Conference out of which 76 were accepted for presentations. Approximately 13% of these submissions came from Nigeria, South Africa, China and Germany, while another 33% of the submissions came from sister universities in Ghana such as the University of Ghana, University of Education, Winneba and University of Development Studies.

### Capacity-Building Seminars and Training Workshops

Aiming to enhance the capacity of faculty members to write winning research proposals and increase research productivity, the RCC organised webinars and practical research training workshops for members of the University community. These included:

- Grant Proposal Writing Seminar, Effective Use of Similarity Report, Effective use of the similarity report from Unicheck for grading and Practical Training Workshops in Research Methods.
- Manuscript Rejection – On December 2, 2021, the Centre organised a webinar on “Why 'good or quality' Manuscript may be rejected.” The webinar was facilitated by Prof. Ibrahim Mohammed, the Director of the Centre.

### Economic Dialogue Series

In the year under consideration, the RCC initiated the UPSA Economic Dialogue Series (UPSA-EDS) to create a platform for discussion on national issues bordering on economics, finance and accounting. This is to contribute to the realisation of the University's vision to be a world-class education provider in both academic and professional disciplines, nationally entrenched, regionally

recognised and globally relevant. In this regard, the RCC partnered with Citi FM/TV to organise the following events.

### Post-Budget Dialogue – 2021 Budget

In March 2021, the RCC, in partnership with Citi FM and Citi TV, organised the maiden Economic Dialogue on the 2021 Budget Statement. The Dialogue was anchored on the theme “Breaking down Government's 'RED' 2021 Budget.” The programme was moderated by Mr. Bernard Avle and featured the President's Representative at the Ministry of Finance, Hon. Charles Adu-Boahen and a former Minister of Finance, Mr. Seth Tekper as panel members. Other panel members included Dr. Alex Ampaabeng from Oxfam, Ghana and Dr. Maryam Kriese, a Lecturer at UPSA. After the event, the RCC issued a press release which was widely published by various media houses, which generated with interview opportunities.

### National Development Bank

Following the maiden edition of UPSA-EDS, the RCC organised the second dialogue on the theme, “The Development Bank as a catalyst of long-term finance for SMEs.” This event was also organised in collaboration with Citi TV/FM and was broadcast live on their channels. The panelists were drawn from the Ghana Stock Exchange (Ms. Abena Amoah, Deputy Director-General of GSE), Ministry



of Finance (Mr. Sampson Akligoh, Head of Financial Institutions at the MoF), academia (Dr. Emmanuel Debra, Lecturer at UPSA) and industry (Ms. Awura Abena Agyeman, Co-Founder of Wear Ghana). After the event, the RCC issued a policy brief which was published by several media outlets.

### Institutional Research Ethics Policy

Working with the Office of Doctoral Programmes (ODP) and IWES, the RCC developed an Institutional Research Ethics Policy for the establishment of an Institutional Research Ethics Committee (IREC) that will grant ethical approval for faculty and postgraduate students' research that requires ethical clearance. The policy has been approved for implementation.

### Assessment of MBA Project Work 2020/2021

Working with the School of Graduate Studies, the RCC arranged for the marking and verification of the final-year MBA project work and MSc/MPhil dissertation for the 2020/2021 academic year. The exercise involved an

orientation for the assessors, assessment and vetting of the project work, distribution of student's work with written comments for revisions and verification to ensure that comments have been addressed by candidates.

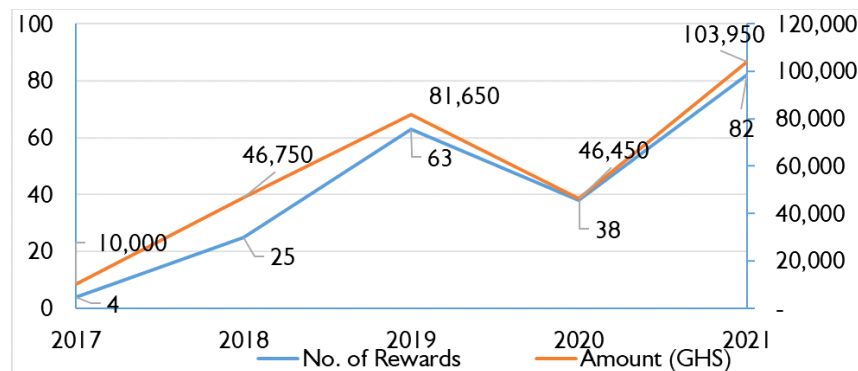
### University Research Publications

The RCC continued to compile and publish, quarterly, new publications by faculty members.

The first quarter of 2020 had 37 new publications as compared to 27 in 2021. Similarly, the second quarter of 2020 had 36 new publications as compared to 47 in the second of 2021.

### Publication Reward

Over the last four and half years the Publication Reward initiative has been in place, the University's research visibility, particularly, in leading academic journals recognised by business schools (as indexed by the ABS-AJG and the ABDC) witnessed phenomenal growth. From an initial number of four (4) rewards in 2017, the eligible rewards have risen to 212 as of the end of July 2021. Cumulatively,



the University has so far spent a total amount of two hundred and eighty-eight thousand eight hundred Ghana Cedis (GHS288,800.00) on the PRS.

The Faculties of Accounting and Finance, Management Studies, and Information Technology and Communication Studies recorded 100, 103 and 9 publication rewards respectively with the corresponding amounts of GHS131,775 for the Faculty of Accounting and Finance, GHS132,775 for the Faculty of Management Studies, and GHS24,250 for Faculty of Information Technology and Communication Studies. At the departmental level, the Banking and Finance Department received the highest number of publication rewards (69) and amount paid (GHS95,350) followed by the Department of Marketing with a total number of 62 publication rewards and a corresponding amount of GHS75,725.

### KEY ACHIEVEMENTS

During the year under review, the Centre was able to achieve the following:

- Organised two high-level economic dialogues on national issues.
- Conducted five practical training workshops in Research Methods.
- Organised the 6<sup>th</sup> ICBMED Conference.
- Organised three inter-faculty seminars for continuous professional development.
- Developed grant proposals for research and infrastructure development.

### FOCUS FOR 2022

In the coming year, the Centre plans to accomplish the following:

- Intensify efforts at grant proposal writing
- Explore collaborative opportunities for joint research and consultancy
- Introduce short courses in Research Methodology, Professional Consultancy Service Management and Monitoring & Evaluation, leading to the development of postgraduate diplomas in these areas
- Publish Volume 13 and 14 of the Journal of Business and Professional Studies
- Organise the 7<sup>th</sup> ICBMED and the 22<sup>nd</sup> AABD Annual Conferences
- Conduct staff and students' Satisfaction Surveys
- Start UPSA Reputation Survey
- Publish the University's Basic Statistics
- Organise high-level economic dialogues on national issues
- Support the Quality Assurance Directorate to conduct a university-wide tracer study
- Organise a series of workshops, seminars and training workshops for continuous professional development.



## CENTRE FOR INTERNATIONAL EDUCATION AND COLLABORATION



### **Prof. Abigail Opoku-Mensah**

Director, Centre for International Education and Collaboration

The Centre for International Education and Collaboration (CIEC) is the international affairs directorate of the University of Professional Studies, Accra. It is mandated to offer leadership and direction to the University in its international education and collaborations in higher education. The Centre initiates, facilitates and coordinates programmes that advance learning and scholarship in a manner that allows our faculty, staff and students to have an international or global perspective.

The year under review witnessed some academic collaborations with institutions of higher education around the world. The Centre also worked closely with all Faculties/Schools and the UPSA International Students and provided them with the necessary support required for a successful academic experience at UPSA.

### **STAFFING**

The new Director appointed to manage the affairs of the Centre assumed office in January 2021.



## ACTIVITIES OF THE CENTRE

### International Education and Collaboration

The CIEC embarked on a number of collaborative drives with some higher institutions of learning. The Centre initiated some of the collaborations, and pursued requests from interested institutions. Meetings were held virtually to discuss possible areas of collaboration and a Memorandum of Understanding to guide the agreements were. The Centre signed MoUs with the University of Botswana (UB); University at Buffalo-USA; University of Venda, South Africa; University of New Brunswick-Canada; Synergy University-Russia; and Western Galilee College in Israel during the year under review. The MoUs focused on student and staff mobility, PhD opportunities for faculty, joint cultural exchange programmes, research collaboration, and guest lecturer exchanges among others.

There were other ongoing collaborative discussions with the underlisted institutions: University of Cincinnati-USA; UNICAF University; University of Eswatini-Eswatini; KCA University, Kenya; University of Kigali, Rwanda; African Institute of Mathematical Sciences (AIMS) Ghana; and Bank of Ghana.

### Engagement with Diplomatic Missions in Ghana

A team from UPSA led by the CIEC Director held a meeting with staff from the Italian Mission to Ghana and Togo and the Università Cattolica del Sacro Cuore to discuss the synergy between UPSA and UCSC collaboration on the MBA in Impact Entrepreneurship and Innovation programme. Discussions were also held at the Embassy's aimed at promoting Italian businesses in Ghana. To reciprocate the visit, the



Ambassador of Italy to Ghana and Togo, Her Excellency Daniela D'Orlandi, paid a courtesy call on the Vice-Chancellor, Professor Abednego Feehi Okoe Amartey, to discuss possible collaborative opportunities available for UPSA and Italian institutions/universities. The Ambassador indicated that her outfit was interested in cultural exchange between the two countries.

A team from UPSA also participated in a B2B initiative that was organised by the Italian Trade Agency and the Italian Embassy. The project aimed at strengthening the relationship between Ghanaian and Italian businesses in agribusiness. UPSA was provided with the opportunity to advertise the MBA in Impact Entrepreneurship and Innovation programme.

In a related development, staff at CIEC held a meeting with Ms. Gloria Amoo, MASHAV Officer at the Embassy of Israel to Ghana, Liberia and Sierra Leone to discuss opportunities available to UPSA, the Embassy and higher educational institutions in Israel. Through this meeting, the Centre was

introduced to Western Galilee College in Israel for a collaboration.

### **Study Abroad/ Exchange Programme Opportunities**

Three (3) second-year Bachelor of Arts students in Public Relations Management were selected for an Erasmus+ International Credit Mobility Programme. The three students, Mr. Victor Kafui Mensah, Ms. Nana Akua Serwa Yiadom and Ms. Nancy Yennuyo Yosah, traveled to NLA University College in Norway for five months. This was made possible following a collaboration agreement between UPSA and NLA University College in Norway. This follows a successful Erasmus+ proposal submitted by NLA University and UPSA.

A joint proposal among the UPSA, University of Ghana and Volda University College in Norway was developed for funding under the Norwegian Partnership Programme for Global Academic Cooperation (NORPART) to enhance academic cooperation and students and staff mobility among these three Universities. UPSA's participation in the programme will provide the beneficiary students, faculty and staff with the opportunity to gain a global understanding in areas that would propel them ahead of their peers and contemporaries.

The Centre secured a scholarship for UPSA students to participate in the 2021 Fowler Global Social Innovation Challenge. The University of San Diego and the University of St. Thomas in the United States of America coordinated the Challenge. Two groups that

emerged as the best from UPSA participated in the challenge. The UPSA team made a very impressive presentation at the competition. However, they did not win the ultimate prize. The Challenge provided an opportunity for the students to execute their ideas for sustainable social or environmental impact into reality as well as gain exposure and network with other competitors.

The CIEC and the Business Development Centre (BDC) of UPSA designed a short course for international students. The four-week UPSA Summer-Harmattan Cultural Programme is aimed at assisting international students gain valuable intercultural learning skills through experiential learning during the summer (July- August) or the Harmattan months (October- November). The short course is intended to enrich international students culturally and academically, and help them build friendships and cultural understanding, through the provision of a variety of intercultural learning experiences. The programme involves living with a Ghanaian family and gaining a first-hand experience of the exciting Ghanaian festivals and historical places of interest.

This programme was designed to respond to a request from our counterparts in sister universities abroad during discussions on partnership and collaborations. We anticipate full participation of students/ faculty from the partner universities.

### **International Students**

The CIEC worked closely with international students at UPSA during the year. This was part of the efforts to increase the confidence of the students in contacting the Centre for support during their stay on campus. Activities



undertaken for international students included orientation for fresh international students and familiarisation meetings with all the international students to remind them of the programmes and services provided by the Centre and their obligations as international students.

The Centre also organised an excursion for UPSA's international students to tour the city of Accra and an international student's cultural day where the students were provided with the opportunity to display their rich culture and make presentations about their countries to the audience. The programme also created awareness of the presence of international students in the University. The Centre worked with international students from the following countries: Benin, Cameroon, Nigeria, Togo, and Sierra Leone.

### Sharing Knowledge

The Centre initiated a virtual webinar series to discuss topics related to emerging trends in Internationalisation in Higher Education, due to COVID-19. The topic for the first in the series was Staying Visible as an Academic through Internationalisation Activities and Research in the COVID-19 Pandemic Era.

The Centre facilitated two international travels and seven local travels during the year.

### University Affiliations

At the request of Ghana Communication and Technology University (GCTU), the Director, CIEC led a team from UPSA to conduct admission and graduation audits at GCTU. The activity was part of the preparation towards the graduation of Diploma students who completed in the 2020/2021 academic year. A report on the audit was submitted to GCTU indicating findings and recommendations. The Centre also received and processed affiliation applications from the following institutions, currently at various stages:

- a. Modal College University, Sogakope
- b. Methodist University College, Accra
- c. Institute of Accounting Studies, Koforidua
- d. Madina Institute of Science and Technology, Accra

### ACHIEVEMENTS

- Finalised and signed six (6) MoUs with Higher Education Institutions
- Developed a four-week short course for international students "Summer/Harmattan Cultural Programme"
- Successfully organised webinar series
- Involved UPSA students in two international competitions
- Engaged diplomatic missions/ local institutions in Ghana for collaboration
- Successfully organised tours for international students
- Initiated and organised the International Students Cultural Day.





## AWARDS AND PRIZES

1. The Director of CIEC, Prof. Abigail Opoku Mensah (Team Leader) together with the Director of Research and Consultancy Centre, Prof. Ibrahim Mohammed and the Dean of Graduate School, Dr. John K. Mawutor Mensah won a grant of twenty-four thousand, five hundred and seventy-two (24,572,00 EUROS) from the German Academic Exchange Services (DAAD) and German Rectors' Conference (HRK). The grant would be used to train staff associated with international offices in Ghanaian universities. The title of the training project is "Project Management as a Competitive Tool for Internationalisation of Higher Education Institutions in Ghana." The training would develop the capacities of staff associated with International Offices in Project Management (PM) and how to use PM techniques/tools to promote the internationalisation of universities in Ghana.
2. The Centre secured a scholarship for UPSA students to participate in the 2021 Fowler Global Social Innovation Challenge. A scholarship was also secured for two students from the School of Graduate Studies to participate in the University at Buffalo 2021 Leadership Empowerment Academy Programme.

## FOCUS FOR 2022

In the coming year (2022), the Centre plans, among other things, to undertake the following activities:

- Continue to increase its efforts at developing partnerships, collaborations and programmes that allow members of the University community to connect with the international community; ultimately aimed at contributing and benefiting from global internationalisation programmes
- Develop policies/guidelines to direct the activities of the Centre
- Continue to collaborate with Faculties, Schools, Directorates and Units to create international platforms for staff and students to share their research publications with our partner universities
- Create opportunities for staff and students to engage in study abroad/exchange programmes and educational tour programmes
- Adopt innovative ways of attracting more international students
- Ensure that accommodation meets international standards for international students and faculty
- Implement the developed Ghanaian immersion programme and summer-harmattan cultural programme
- Continue to organise programmes for international students and work closely with them.

## DOCUMENTATION AND INFORMATION MANAGEMENT CENTRE



**Dr. Edwin Ayernor**

Director, Documentation and Information Management Centre

The DIMC is mandated to organise and manage all information resources in the University to support the planning and decision-making processes of the University. The DIMC continuously deployed information management systems to enhance documentation procedures, and the capturing, storage, retrieval and usage of information in the University, irrespective of the effects of COVID-19. The digitisation of student examination answer booklets as a strategy for sustainable storage management and efficient accessibility and retention of such records also was continued. Despite the critical challenges, the DIMC to

an extent was able to perform its regular functions and operations.

### STAFF OF DIMC

The Centre has a staff strength of seven with two National Service personnel.

The DIMC maintained its operational and administrative structure to enhance the effectiveness and efficiency of the Centre. During the year under review, the Centre accomplished milestones under the following sections:

1. Institutional Records and Documentation Unit
2. Faculty Records Units
3. E-Records/Data Management Unit





## HIGHLIGHT OF KEY ACTIVITIES

The DIMC undertook various activities within its mandate to improve documentation, records practices, and general information management to support institutional intelligence and decision-making processes. Beyond its core functions, members of the DIMC also provided critical services to support the functions and operations of various units and committees.

### Students Registration

The 2021 registration exercise registered students who accepted offers of admission to diploma, undergraduate and graduate programmes of the University. The exercise involved the following:

- Creation of student UPSAMAIL
- Uploading, scheduling in-person registration
- Verification among others

About 6,400 persons, made up fresh and top-up diploma and undergraduate, and post-graduate students, registered for the first semester of the 2021/2022 academic year. The registration exercise complied with the laid down plans and procedures, and COVID-19 safety protocols.

### Reorganisation of Faculty Records Repositories

In the second quarter of the year, the DIMC began the preparation of examination records (mainly answer booklets) to be transferred to the National Records Centre at the Public Records and Archives Administration Department (PRAAD).

This resulted in a reorganisation project of the repositories which required more staff from other units to assist. Staff were released from other outfits to assist in the reorganisation project.

### Records Survey

As part of its mandate, DIMC periodically carries out file surveys to ascertain the quantum of files in existence within the various faculties, departments, units and directorates of the University. The surveys provided the DIMC with information on the nature of records, storage space and management of how the records are handled. This is crucial to helping the DIMC to plan and to strategise on how to provide the necessary information services to members of the University community.

### Digitisation

DIMC successfully engaged key stakeholders (Registry, HR, Academic Affairs and ISTD) in capturing and developing the baseline requirements and processes. The Centre also explored opportunities to re-engineer current paper-based processes that need modification to enhance efficiency to be tested at the pilot phase of the paperless office system. This forms a key and critical milestone for the development of the system.

### Digitisation of Students Records

During the year under review, the digitisation of examination answer booklets received much attention as part of the drive to enhance students' records management. About 11,000 examination scripts mainly from the Faculty of Accounting have been digitised. However, per the original plan presented in the 2020 annual report, large volumes of examination scripts belonging to other faculties are still outstanding due to a few challenges.





### **Provision of Data for Rankings and Awards**

To continuously enhance the international visibility and marketability of the University, the DIMC prepared and submitted data to a highly reputable international ranking scheme by Times Higher Education. The DIMC also provided data for participation in the 2021 Ghana Business Awards leading to the University being adjudged as the “Company of the Year” in the public sector category.

### **Times Higher Education Validation and Ranking**

Due to the previous participation and performance on the Times Higher Education's (THE) rankings, UPSA was invited for the first time to submit data to enter the reputable THE's rankings, the “2022 World University Ranking.” The University obtained a reporter status due to less than 1000 publications belonging to or associated with UPSA. The submitted data met the criteria listed below:

1. Teaching (The learning Environment)
2. Research (Volume, income and reputation)
3. Citation (Research Influence)

4. International Outlook (staff, student, research)
5. Industry Income (knowledge transfer)

The DIMC, with the assistance of the Media and Website Unit, also provided for the third time the required information with the commensurate evidence to the Times Higher Education for the 2021 Impact Ranking. The University was ranked 400+ (400 – 600) based on five of the United Nation's Sustainable Development Goals (SDGs). Scores obtained in the year 2021 were improved as compared to 2020.

UPSA also maintained its subject validation profile with the Times Higher Education (THE) according to UNESCO's International Standard Classification of Education (ISCED). Thus, the effect of the validation is boosting UPSA's regional and international visibility and reputation in the following ISCED subject areas, namely Business and Economics; Computer Science; Physical Sciences: Mathematics & Statistics; Social Sciences: Communication & Media Studies and Law.

### **Five-Year Data Analytics on Students Enrolments and Throughputs**

The DIMC collated data to provide a second set of enrolments and throughput data since the year 2016. The analytics provided insights and trends on enrolments and throughputs.

### **Delegated Searches**

During the year under review, the DIMC conducted several delegated searches to retrieve required information for various officers of the University to support decision making processes where necessary.

### Extra Activities of Staff

In addition to the core functions and operations, senior members at the DIMC undertook various extra activities to support other critical functions and operations of the University.

The Distance Learning School was set up as a team in 2017. It has transformed and currently, has a staff of five.

Dr. Edwin T. Ayernor, the Director of Documentation and Information Management Centre (DIMC) and Dr. Hannah Tanye, a lecturer at the Information Technology (IT) Department and Coordinator of the DLS continue to play a vital role in the implementation of the Learning Management System (LMS).

### CONCLUSION

The staff of DIMC cooperated with the Director to undertake the various operations and activities.



### FOCUS FOR 2022

For the year 2022, the DIMC seeks to be proactive in response to the information needs of faculty, administrative and academic processes, and to enhance the general institutional information management for effective decision-making processes. As a result, the following are outlined as the major activities to be undertaken in 2022:

- Undertake a paperless Office Project
- Conduct bi-annual records/document survey
- Boost digitisation project to improve space management of students' records
- Develop a framework and implementation of institutional archives
- Undertake the relocation of records to a temporary storage facility
- Organise two key records/information management training for administrators



## OTUMFUO CENTRE FOR TRADITIONAL LEADERSHIP



**Dr. Gerald Dapaah Gyamfi**

Director, Otumfuo Centre for Traditional Leadership

The Otumfuo Centre for Traditional Leadership (OCTL) was established by UPSA in 2014 to provide the platform for institutionalised training programmes for traditional leaders, chiefs, staff of traditional councils and regional houses of chiefs to enhance their capacity to lead and manage their resources effectively and sustainably. The Centre organises training workshops bi-annually in dispute resolution, land administration, conflict management, negotiation skills, strategic leadership, laws on chieftaincy, theories of traditional leadership, gender and other modules leading to the award of certificates and diplomas. The Centre seeks to inculcate leadership skills and peace-building values in traditional leaders at their paramountcy. Since its inception, the Centre has trained over 450 Chiefs at all



levels (Paramouncy, Divisional, Sub-divisional and local) and Queen Mothers across the country who are contributing enormously to peace-building through dispute resolution, settlements of conflicts and prevention of violent extremism.

### Staff

The Centre is managed by a Director.

## HIGHLIGHTS OF ACTIVITIES

### Virtual Programmes

To minimise the spread of COVID-19 the Centre postponed the running of the scheduled in-person training workshops and adopted to virtual programmes under different themes, for the chiefs, staff of traditional councils and regional houses of chiefs, including, Strategic Chieftaincy



Leadership and Laws on Chieftaincy and Dispute Resolution during the period under review.

### **In-Person Training Workshop**

The Centre also run an in-person training workshop from October 25 to 29, 2021, observing all the safety COVID-19 protocols. The Centre offered diploma and certificate courses in leadership skills, land administration, conflict management, negotiation skills, records and documentation, strategic leadership and planning, laws on chieftaincy, theories of traditional leadership, gender, financial management and administration and others. The participants were chiefs, staff of traditional councils and regional houses of chiefs among others.

### **Collaborations**

The Centre sought other means of strengthening its financial resource base by diversifying its mix of funding. The leadership intensified its collaborations with the following institutions:

- **Ministry of Chieftaincy and Religious Affairs**

The Director of the Centre had several meetings with the Minister who agreed to have a meeting with the Director and the Vice-Chancellor which might lead to a signing of an MoU.

- **Institute of Local Governance Studies**

The Centre continued to collaborate with the Institute of Local Governance Studies.

- **Ghana Water Commission**

The Centre also was successful in securing the Ghana Water Commission to become a collaborator in the provision of capacity building and development for chieftaincy and traditional authority. The Commission was allowed to make a presentation to the participants during a training workshop. The Commission later donated GHC 5,000.00 to support the Centre.

### **Akuafu Hall Traditional Council**

The Centre was approached by the Chief Farmer of Akuafu Hall Traditional Council, University of Ghana to take them through traditional norms and help enhance their Adinkra Durbar successful. The Director was invited as a Special Guest of Honour to the durbar, which was on the theme “Redefining our Socio-Economic Priorities: Our Part as Youth.” The image of the Centre was enhanced through this partnership.

## **KEY ACHIEVEMENTS**

### **Income Generation**

The total income generated by the Centre amounted to 56,150 Ghana cedis, during the period under review.

### **Collaboration with Creative Associates International (CAI)**

The Centre started negotiations with Creative Associates International (CAI), the implementing partner of the United States Agency for International Development (USAID), Office of Transition Initiatives (OTI) and Littorals Regional Initiative (LRI) for a project to be undertaken at the Upper West Region of Ghana, probably in January 2022.



**APPENDIX**



## HUMAN RESOURCE DIRECTORATE

### STAFF STRENGTH

#### Staff Strength as at December 2021

Gender	Senior Members		Senior Staff	Junior Staff	Total
	Teaching	Non-Teaching			
<b>Male</b>	251	93	94	59	<b>497</b>
<b>Female</b>	100	67	76	22	<b>265</b>
<b>Total</b>	<b>351</b>	<b>160</b>	<b>170</b>	<b>81</b>	<b>762</b>

Source: Human Resource Directorate, December 2021

### 2021 Recruitment

#### Breakdown of Recruitment by Departments

SN	Name	Designation	Department	Date of Appointment
1	Dr. Felix Kwame Aveh	Senior Lecturer	Accounting	November 1, 2021
2	Mr. Ishaq Ibrahim	Assistant Lecturer	UPSA Law School	October 1, 2021
3	Ms. Hilda Appiah	Research Fellow	IWES	October 1, 2021
4	Ms. Gifty Nana Ama Koomson	Physician Assistant	Medical Services Directorate	November 1, 2021
5	Ms. Rosemary Antwi	Senior Accounting Assistant	Finance Directorate	October 1, 2021

Source: Human Resource Directorate, December 2021

### Appointment of Deans, Directors, Coordinators and Research Officers

SN	Name	Position	Date of Appointment
<b>Appointment</b>			
1	Dr. Mary Naana Essiaw	Director, Human Resource Functions	March 4, 2021
2	Dr. Emmanuel Selasie Asamoah	Cognate Dean	October 11, 2021

Source: Human Resource Directorate, December 2021

## Renewal of Appointment of Deans

SN	Name	Position	Date of Appointment
<b>Appointment</b>			
1	Dr. Fidelis Quansah	Dean	May 3, 2021
2	Prof. Albert Puni	Dean	November 6, 2021

Source: Human Resource Directorate, December 2021

## PROMOTIONS

### Promotion List

No.	Name	From	To	Faculty/Directorate
<b>Faculty</b>				
1	Prof. Raymond Dziwornu	Senior Lecturer	Associate Professor	Accounting & Finance
2	Prof. Ernest Kofi Abotsi	Senior Lecturer	Associate Professor	UPSA Law School
3	Prof. Ibrahim Mohammed	Senior Lecturer	Associate Professor	Accounting & Finance
4	Prof. Joseph Kwadwo Tuffour	Senior Lecturer	Associate Professor	Accounting & Finance
5	Dr. (Mrs.) Ummu Markwei	Lecturer	Senior Lecturer	Management Studies
6	Dr. Kofi Adu Koranteng	Lecturer	Senior Lecturer	Information Technology & Communication Studies
7	Mr. Atia Alpha Alfa	Assistant Lecturer	Lecturer	Management Studies
8	Mr. Saeed Salahudeen	Assistant Lecturer	Lecturer	Accounting & Finance
9	Mr. Michael Insaiddoo	Assistant Lecturer	Lecturer	Accounting & Finance
10	Ms. Ivy Eklement	Assistant Lecturer	Lecturer	Accounting & Finance
11	Leeford Ameyibor	Assistant Lecturer	Lecturer	Management Studies

Source: Human Resource Directorate, December 2021

### Senior Staff

No	Name	From	To	Faculty/Directorate
1	Richard Okyere Asiamah	Senior Works Superintendent	Principal Works Superintendent	Physical Development Directorate
2	Mawuli Agbenwodugah	Principal Administrative Assistant	Chief Administrative Assistant	Stores
3	Joana Tsaku	Senior Administrative Assistant	Principal Administrative Assistant	Office of the Registrar
4	Aba Quayson	Senior Administrative Assistant	Principal Administrative Assistant	Office of the Vice - Chancellor

5	Victoria Lovi	Senior Administrative Assistant	Principal Administrative Assistant	Legal Services Directorate
6	Ebenezer Danquah	Senior Security officer	Principal Security Officer	Security Services
7	Emmanuel Freeman Kwade	Media Assistant (Administrative Assistant)	Senior Administrative Assistant	Media & Website Unit

### Junior Staff

No	Name	From	To	Faculty/Directorate
1	Mawuli Amedze	Chief Driver	Transport Officer	Transport Unit
2	Yaw Assani	Chief Driver	Transport Officer	Transport Unit
3	Edward Barnor	Chief Driver	Transport Officer	Transport Unit
4	Manasseh Tulasi	Chief Driver	Transport Officer	Transport Unit
5	Andrews Offei	Chief Driver	Transport Officer	Transport Unit
6	Eugene Simon Ayivor	Senior Driver	Chief Driver	Transport Unit
7	Bright Amoako	Senior Driver	Chief Driver	
8	Franklin Mawuenyega	Senior Guard	Security Officer	Security
9	Emelia Nartey	Senior Guard	Security Officer	Security
10	Clement Ajavuukawie	Senior Guard	Security Officer	Security
11	Takora Sanyina Abudu	Senior Guard	Security Officer	Security
12	Yussif Mahamadu	Senior Guard	Security officer	Security
13	Fuseini Yidana	Senior Guard	Security Officer	Security
14	Alex Amankwah	Security Grade I	Senior Guard	Security
15	John Ahiafoke	Senior Guard	Security Officer	Security
16	Evans Kwajo Gawonyase	Senior Guard	Security Officer	Security
17	Abu Karim	Security Guard Grade I	Senior Guard	Security

### Deceased Staff

SN	NAME	RANK
1	Mr. Abraham Owusu	Senior Library Assistant/ Library
2	Mrs. Benedicta Elikem Denu	Chief Administrative Assistant/BDC
3	Mr. Iddrisu Tingan	Gardener/Physical Development
4	Mr. Francis Dompseh	Security Officer

Source: Human Resource Directorate, December 2021



## Completion of PhD

Faculty /school	No.
Accounting and Finance	4
Management Studies	3
Information Technology and Communications Studies	2
Law School	2

Source: Human Resource Directorate, December 2021

## STAFF AWARDED VARIOUS SCHOLARSHIPS

### Staff Awarded Various Scholarships During the Period Under Review

No.	Name	Programme Applied For	Present Grade	University Applied
1	Dr. Baffour Kyei Addo	Residency Training (Radiology)	Medical Officer	Ghana College of Physicians and Surgeons
2	Zillah Boye-Doe	PhD in Management	Assistant Lecturer	Birkbeck University, London
3	Victoria Lovi	Bachelor of Law	Principal Administrative Assistant	University of Professional Studies, Accra
4	Eunice Pobee	MPhil, Leadership	Graduate Assistant	University of Professional Studies, Accra

Source: Human Resource Directorate, December 2021

## Scholarship for Wards

S/N	Name of Ward	Name of Staff	Programme
1	Rhoda Obenewaa Mensah	Mr. Elijah Mensah	Bachelor of Business Administration

Source: Human Resource Directorate, December 2021

## RETIREMENTS

### List of Retirement

No.	Name	Department	Date of Retirement
1.	Mr. Emmanuel Dougan	Business Administration	4/6/2021
2.	Prof. Edmund Kwaw	UPSA Law School	16/9/2021

Source: Human Resource Directorate, December 2021

## OFFICE OF DOCTORAL PROGRAMMES

### ADMISSIONS

Cohort	Admitted	Registered	Number deferred
2018/2019	27	27	4
2019/2020	20	19	4
2020/2021	25	25	1
2021/2022	20	16	1
<b>Total</b>	<b>92</b>	<b>87</b>	<b>10</b>

Source: ODP, December, 2021

### LIST OF COURSES TAUGHT/ASSIGNED BY FULL AND PART TIME FACULTY

	Full time	
Instructor	Course	Code
Dr. Kofi Osei-Frimpong	Consumer Behaviour Service Leadership Strategy	DMKT707 DMKT811
Dr. Alexander Preko	Qualitative Research Methods	DCPC703
Prof. Nana Owusu-Frimpong	Marketing Strategy Communication and Advertising	DMKT706 DMKT803
Dr. George Amoako	Contemporary Issues in Marketing Innovations in Brand Equity Management	DMKT726 DMKT809
Prof. Ibrahim Mohammed	Dissertation Proposal Design	DCPC725
Prof. Nathan Austin	Consumer Culture Theory Business Teaching Cases	DMKT705 DCPC822
Dr. Edwin Ayernor	Theory and Practice in Teaching and Education	DCPC803
	Part time	
Dr. Bruno Schivinski	Quantitative Research Methods	DCPC702
Dr. Obinna Muogboh	Measurement Theory and Method	DCPC721
Prof. Simon-Pierre Sigue	Foundations of Scientific Research	DCPC701
Dr. Henry Boateng	Service Leadership Strategy	DMKT811



## PRINCIPAL SUPERVISORS & AUXILIARY DISSERTATION COMMITTEE MEMBERS LIST

- |                                |                                   |
|--------------------------------|-----------------------------------|
| 1. Prof. Abednego Okoe Amartey | 18. Dr. Emmanuel Selassie Asamoah |
| 2. Prof. Nathan Kobina Austin  | 19. Dr. Haruna Kilu Rufai         |
| 3. Prof. Simon-Pierre Sigue    | 20. Dr. John Kwaku M. Mawutor     |
| 4. Prof. Charles Barnor        | 21. Dr. Bruno Schivinski          |
| 5. Prof. Nana Owusu-Frimpong   | 22. Dr. Andrews Akolaa            |
| 6. Prof. Ibrahim Mohammed      | 23. Dr. Ummu Markwei              |
| 7. Prof. Joseph Kwadwo Tuffour | 24. Dr. Edward Attah-Botchwey     |
| 8. Dr. Augustine Awuah Peparah | 25. Dr. Gerald Dapaah Gyamfi      |
| 9. Dr. Adwoa Sikayena Amankwah | 26. Dr. Adam Salifu               |
| 10. Dr. Henry Boateng          | 27. Dr. Mark Owusu Boadu          |
| 11. Dr. Kofi Osei-Frimpong     | 28. Dr. Stephen Akrobor           |
| 12. Dr. Michael Boadi Nyamekye | 29. Dr. Maapah Quansah            |
| 13. Dr. Anthony Kumassey       | 30. Dr. Albert Martins            |
| 14. Dr. Alexander Preko        | 31. Dr. Juliana Akushika Acquaye  |
| 15. Dr. Frederick Doe          | 32. Dr. Alberta Bondzie-Simpson   |
| 16. Dr. George Amoako          | 33. Dr. Fidelis Quansah           |
| 17. Dr. Ibn Kailan Abdul-Hamid |                                   |

## LIST OF PUBLICATIONS OF PHD STUDENTS

ITEM	Author Name(s) and Cohort Year	Publication Title and Year of publication	Journal	Link and access details
1	Majeed Mohammed (2023), Asare Charles (2023), Ahmed Tijani (2023), Cole Nana Arko (2023)	Exploring The Impact of Social Media on Customer Engagement (2020)	International Journal of Advanced Science and Technology	<a href="http://sersc.org/journals/index.php/IJAST/artide/view/20425">http://sersc.org/journals/index.php/IJAST/artide/view/20425</a>
2	Ampong, George; Abubakari, Aidatu; Mohammed, Majeed (2023); Appaw-Agbola, Esther; Addae, John; Ofori, Kwame	Exploring customer loyalty following service recovery: a replication study in the Ghanaian hotel industry. (2020)	Journal of Hospitality and Tourism Insights (Emerald)	<a href="https://doi.org/10.1108/JHTI-03-2020-0034">https://doi.org/10.1108/JHTI-03-2020-0034</a> .
3	Ampong, G.O.A., Abubakari, A., Mohammed, M (2023)., Appaw-Agbola, E.T., Addae, J.A. and Ofori, K.S.	Exploring customer loyalty following service recovery: a replication study in the Ghanaian hotel industry (2021)	Journal of Hospitality and Tourism Insights	<a href="https://doi.org/10.1108/JHTI-03-2020-0034">https://doi.org/10.1108/JHTI-03-2020-0034</a>

4	Mohammed Majeed (2023), Martin Owusu-Ansah & Adu-Ansere Ashmond	The influence of social media on purchase intention: The mediating role of brand equity (2021)	Cogent Business & Management	DOI: 10.1080/23311975.2021.1944008 <a href="https://www.tandfonline.com/doi/pdf/10.1080/23311975.2021.1944008">https://www.tandfonline.com/doi/pdf/10.1080/23311975.2021.1944008</a>
5	Ummu Markwei, Michael Kubi, Benedicta Quao (2022), Esther Julia Attiogbe	Work-family balance of female parliamentarians in Ghana (2019)	Gender in Management: An International Journal, Vol. 34 Issue: 1, pp.34-44,	<a href="https://doi.org/10.1108/GM-02-2018-0016">https://doi.org/10.1108/GM-02-2018-0016</a>
6	Albert Puni, Sam Kris Hilton, Benedicta Quao (2022)	The interaction effect of transactional-transformational leadership on employee commitment in a developing country (2020)	Management Research Review © Emerald Publishing Limited	<a href="https://www.emerald.com/insight/2040-8269.htm">https://www.emerald.com/insight/2040-8269.htm</a>
7	Baniyelme D. Zoogah Benedicta S. Quao (2022) Vincent H. T. Musah & Patience O. Ahwiring	Alone or in company? Cultural orientation, strategic response and COVID-19 outcomes	Africa Journal of Management	DOI: 10.1080/23322373.2021.1878811 <a href="https://doi.org/10.1080/23322373.2021.1878811">https://doi.org/10.1080/23322373.2021.1878811</a>
8	Genevieve Sedalo (2024), Henry Boateng & John Paul Kosiba	Exploring social media affordance in relationship marketing practices in SMEs (2021)	Journal of Digital Business	<a href="https://www.sciencedirect.com/science/article/pii/S2666954421000168">https://www.sciencedirect.com/science/article/pii/S2666954421000168</a>
9	Genevieve Sedalo (2024), George, Amoako, Agbemabiase and Bonsu	A conceptual framework - creating competitive advantage through green communication in Tourism and Hospitality Industry. (2022)	Green marketing in emerging economies- A communications perspective- Publisher: Palgrave McMillan	Palgrave McMillan Book
10	Abdul Jelil Abukari, Ibn Kailan Abdul-Hamid, Benjamin Baroson Angenu, (2022)	Corporate Social Responsibility Communication On Firm Websites: A Dialogic Communication Perspective (2021)	Journal of Organizational Culture Communications and Conflict	Volume 25, Issue 2, 2021
11	Winston Asiedu Inkumsah, (2022) Benjamin Baroson Angenu, (2022)	The Effect of Learning Orientation On Innovative Service Development and Insurance Firm Performance (2021)	Academy of Marketing Studies Journal	Volume 25, Issue 2, 2021
12	Appiah Asare Kesse (2024), Kwesi Achinfo-Mensa, Rhodale Amartey	The Antecedents and Consequences of Brand Hate: A Review of Current Literature (2021)	Marketing Communications in Emerging Economies	<a href="https://www.springerprofessional.de/en/the-antecedents-and-consequences-of-brand-">https://www.springerprofessional.de/en/the-antecedents-and-consequences-of-brand-</a>

## SCHOOL OF GRADUATE STUDIES

### ADMISSION

#### Admitted Applicants to Various Programmes

Programme	Male	Female	Total
MBA Accounting and Finance	298	275	573
MBA Auditing	21	17	38
MBA Corporate Governance	55	65	120
MBA Marketing	31	47	78
MBA Total Quality Management	29	30	59
MBA Internal Auditing	9	6	15
MBA Petroleum Accounting and Finance	39	20	59
MPhil in Leadership	12	4	16
MPhil in Finance	20	5	25
MBA Impact Entrepreneurship and Innovation	16	15	31
MA Brands and Communications	60	78	138
MA Brands and Communications (Sandwich)	19	22	41
MA Peace, Security & Intelligence Science	104	40	144
MSC Insurance Risk Management	15	12	27
MSC Procurement Management	57	37	94
MSC Pensions Management	15	5	20
<b>Total</b>	<b>800</b>	<b>678</b>	<b>1,478</b>

USIS: December, 2021

#### Registered Students for various programmes for year one

PROGRAMMES	EVENING		WEEKEND		Total
	Male	Female	Male	Female	
MBA Accounting & Finance	67	59	179	144	<b>449</b>
MBA Accounting & Finance(DL)			17	12	<b>29</b>
MBA Petroleum Accounting & Finance	6	3	17	8	<b>34</b>
MBA Auditing	2	5	12	9	<b>28</b>
MBA Auditing (DL)	4	1	0	0	<b>5</b>
MBA Internal Auditing	0	2	6	0	<b>8</b>
MA Peace, Security & Intel.			82	28	<b>110</b>



MBA Corporate Governance	19	13	27	31	<b>90</b>
MBA Corporate Governance (DL)	0	0	2	2	<b>4</b>
MA Brands & Communication Management	20	21	29	41	<b>111</b>
MA Brands & Communication Management ( By Sandwich)	12	18	0	0	<b>30</b>
MBA Impact Entrepreneurship & Innovation	5	4	5	9	<b>23</b>
MBA Total Quality Management	7	7	17	20	<b>51</b>
MBA Marketing	11	8	13	23	<b>55</b>
MBA Marketing (DL)	0	0	1	1	<b>2</b>
MPHIL Finance (Morning)	15	5	0	0	<b>20</b>
MPHIL Leadership	9	3			<b>12</b>
MSc Leadership	5	2			<b>7</b>
MSc Insurance Risk Management			12	7	<b>19</b>
MSc Procurement Management			34	29	<b>63</b>
MSc Pension Management			9	2	<b>11</b>
<b>Total</b>	<b>182</b>	<b>151</b>	<b>462</b>	<b>366</b>	<b>1,161</b>

USIS: December, 2021

### Year Two Registered Students

PROGRAMMES	EVENING		WEEKEND		Total
	Male	Female	Male	Female	
MBA Accounting & Finance	71	61	151	116	<b>405</b>
MBA Accounting & Finance (DL)	14	7	-	-	<b>21</b>
MBA Marketing	13	10	10	14	<b>47</b>
MBA Marketing (DL)	1	1	-	-	<b>2</b>
MBA Corporate Governance	6	15	16	29	<b>66</b>
MBA Corporate Governance (DL)	4	2	-	-	<b>6</b>
MBA Total Quality Management	8	6	18	22	<b>54</b>
MBA Internal Auditing			8	2	<b>10</b>
MBA Auditing	6	7	8	6	<b>27</b>
MBA Auditing (DL)	-	-	-	-	<b>-</b>
MBA Petroleum Accounting & Finance	-	-	12	9	<b>21</b>
MBA Impact Entrepreneurship & Innovation	-	-	12	8	<b>20</b>
MPhil Finance (Morning)	8	7	-	-	<b>15</b>

MPhil Leadership	3	9		0	12
MSc Leadership	-	-	-	-	-
<b>Total</b>	<b>138</b>	<b>119</b>	<b>243</b>	<b>206</b>	<b>706</b>

USIS: December, 2021

**Total Students' Population**

LEVEL	600				700				TOTAL
	MOR.	EVN.	WKD.	SUB	MOR.	EVN.	WKD.	SUB	
SESSIONS				TOTAL				TOTAL	
MBA Acct. & Fin	0	106	296	449	0	132	273	405	854
MBA Acct. & Fin (DL)	0	0	28	29	0	14	7	21	50
MBA Auditing	0	8	20	28	0	13	14	27	55
MBA Auditing (DL)	-	-	5	5	-	-	-	-	5
MBA Int. Auditing	0	4	4	8	0	4	6	10	18
MBA Corp. Govern.	0	24	55	90	0	29	37	66	156
MBA Corp. Govern. (DL)	-	-	4	4	0	4	2	6	10
MBA Marketing	0	20	35	55	0	27	20	47	92
MBA Marketing (DL)	-	-	2	2		1	1	2	4
MBA TQM	0	14	37	51	0	19	35	54	105
MBA Pet. Acc. & Fin.	0	8	26	34	0		21	21	55
MBA Imp. Ent. & Inn.	0	9	14	23	0	0	20	20	43
MPhil in Leadership	0	10	2	12	0	3	9	12	24
MPhil in Finance	20	0	0	20	15	0	0	15	35
MSc. in Leadership	0	0	7	7	0	0	0	0	7
MSc. Insur. Risk Mgt.	0	4	15	19	0	0	0	0	19
MSc. Procurement Management	0	15	48	63	0	0	0	0	63
MA Brands & C Mgt.	0	42	69	111	0	0	0	0	111
MA Brands & C Mgt.(SW)	0	14	16	30	0	0	0	0	30
MA Peace Sec. & IM	28	82	110	110	0	0	0	0	110
<b>GRAND TOTAL</b>	<b>48</b>	<b>341</b>	<b>772</b>	<b>1,161</b>	<b>15</b>	<b>246</b>	<b>445</b>	<b>706</b>	<b>1,867</b>

## 2020 Graduation Statistics

S/N	Name of Programme	Expected Student To Graduate	Graduated Students	Completed But Yet To Graduate Students
1	MBA Accounting and Finance	374	337	37
2	MBA Impact Entrepreneurship and Innovation	16	13	3
3	MPhil Leadership	22	19	3
4	MSc Leadership	3	2	1
5	MBA Auditing	26	23	3
6	MBA Internal Auditing	8	5	3
7	MBA Corporate Governance	67	66	1
8	MBA Marketing	63	62	1
9	MPhil Finance	40	36	4
10	MBA Total Quality Management	79	72	7
11	MBA Petroleum Accounting and Finance	30	29	1
12	MA Peace, Security and Intelligence	51	36	15
13	MA Brands and Communication Management	75	72	3
14	MSc Insurance Risk Management	14	11	3
	<b>Total</b>	<b>868</b>	<b>783</b>	<b>85</b>

USIS: December, 2021

## Staff Strength of SOGS

RANK	SENIOR MEMBERS		NON - TEACHING		TOTAL
	Full -time	Adjunct	Senior Members	Non -Senior Members	
Professor	4	1			5
Assoc. Prof.	5				5
Senior Lecturer	8	4			12
Lecturer	21	22			43
Asst. Lecturer	6	-			6
Snr. Assist. Registrar	-	-	1		1
Assist. Registrar	-	-	1		1
Jnr Assist. Registrar	-	-	1		1
Senior Staff				4	4



Senior Staff				4	4
Junior Staff (Service Personnel)				3	3
Graduate Assistant				1	1
<b>Total</b>	<b>44</b>	<b>27</b>	<b>3</b>	<b>8</b>	<b>82</b>

USIS: December, 2021

### Best Graduating Postgraduate Students

PROGRAMME	NAME	CGPA
Best Graduating Postgraduate Students in MBA Accounting & Finance	Inkum Yaw Gabriel	3.71
Best Graduating Postgraduate Students in MBA Auditing	Essiaw Sandra	3.54
Best Graduating Postgraduate Students in MBA Internal Auditing	Agyemang-Badu Eric	3.58
Best Graduating Postgraduate Students in MBA Petroleum Accounting & Finance	Marfo Aboagye Daniel	3.57
Best Graduating Postgraduate Students in MBA Corporate Governance	Korletey Daniel	3.73
MA in Peace, Security and Intelligence Management	Ockrah-Anyim Irene	3.78
Best Graduating Postgraduate Students in MBA Marketing	Ofosu-Peprah Wiafe Maudlyn	3.54
Best Graduating Postgraduate Students in MPhil Finance	Ennuson Foawa Adjoa	3.83
Best Graduating Postgraduate Students in MPhil Leadership	Kufoalor Makafui Kennedy	3.57
Best Graduating Postgraduate Students in MBA Total Quality Management	Tamakloe Dzifa Sonia	3.81
Best Graduating Postgraduate Students in MA Brands and Communication	Quaynor Kweinorkuor Jessica	3.92
Best Graduating Student in MBA Impact Entrepreneurship and Innovation	Mohammed Abdulai Nazifatu	3.55

<b>Best Graduating Student in MSc. Leadership</b>	Adebimpe Sherifat Adebukola	<b>3.05</b>
<b>Overall Best Graduating Graduate Student – MBA (2-year programme)</b>	Tamakloe Dzifa Sonia	<b>3.81</b>
<b>Overall Best Graduating MA Student (1-year programme)</b>	Quaynor Kweinorkuor Jessica	<b>3.92</b>

### Senior Members Teaching (Full Time)

S/N	Name of staff	Rank/Position	Highest Qualification/Year Obtained and Place
1	Prof. Abednego Feehi Okoe Amartey	Professor/VC	PhD Business Administration / 2015, Central University of Nicaragua Doctor of Business Administration / 2012, Swiss Management Centre University MPhil, Marketing / 2012, University of Ghana MBA Marketing / 2003, University of Ghana Chartered Institute of Marketing (CIM, UK)
2	Prof. Charles Banor	Associate Prof./ PVC	PhD (Finance) MBA (Finance) Australia MBA (Prof. Acct) Australia, BSc (Admin) Ghana, CPA - Australia (ASCPA)
3	Prof. John Kwaku M. Mawutor	Associate Prof./ Dean	PhD, DBA, (Finance, Switzerland) MBA (Finance, Ghana), ICA
4	Prof. Austin Nathan	Professor/ Dean, Doctoral Programmes	PhD in Tourism Marketing, The Scottish Hotel School / (1998), Strathdyde University. MSc in Tourism Marketing (1988)
5	Prof. Nana Kwame Frimpong	Professor	Doctor of Philosophy in Marketing
6.	Prof. Goski Alabi (Mrs.)	Professor	Doctor of Philosophy in Business Administration / 2015, Central University of Nicaragua. Doctorate in Business Administration (Higher Institution Leadership) / 2011, Swiss Management Centre. MPhil Food Science / 2000, University of Ghana
7.	Prof. Albert Puni	Professor / (Dean, Distance Learning)	PhD Business Administration, Central University of Nicaragua, 2015 Doctor of Business Administration, Swiss Management Centre University, 2014 MSc. Corporate Governance, South Bank University London, 2004 ICSA, UK

8	Dr. Nii Aitey Akoto, R.	Lecturer/ Coordinator	PhD. Petroleum and Natural Gas Engineering /2020, BIU, Madrid MSc. Petroleum Engineering /2013, AUST, Abuja.
9	Dr. Fidelis Quansah	Senior Lecturer	PhD in Management/ 2017, Accra Institute of Technology, Accra MBA Marketing/ 2006, University of Ghana
10	Dr. Albert Martins	Director/ Lecturer	PhD (International Marketing) / 2012 London Metropolitan University (UK). Diploma in Marketing & Social Research, 2007 Market Research Society (UK). MSc Marketing, 2005 University of Glamorgan (UK). MBA (Marketing). 2000. University of Ghana, Legon (Ghana). Postgraduate Diploma (Marketing). 1997. Chartered Institute of Marketing (CIM) UK. Certificate in Sales Management / 1995, Chartered Institute of Marketing (UK)
11	Dr. Ibn Kailan Abdul-Hamid	Lecturer / Coordinator	PhD (Marketing), UG MPhil. (Business Administration -Marketing option), UG CIMG, CIM-UK
12.	Dr. Emmanuel Selase Asamoah	Senior Lecturer/Dean	PhD Economics and Management, Tomas Bata University, Czech Republic, 2012 MSc. in Economics and Management, University of Economics, Prague, Czech Republic, 2009
13.	Dr. Andrews Adugudaa Akolaa	Lecturer	Doctorate in Business Administration (Marketing) / 2016, Swiss Management Centre EMBA- UGBS. 2004 -2006 Postgraduate Diploma (Marketing) / 1996, Chartered Institute of Marketing (CIM) UK.
14	Dr. (Mrs.) Alberta Bondzi-Simpson	Senior Lecturer	PhD in Hospitality Management (2015) UCC, MBA in Marketing (2009) UCC
15	Prof. Ibrahim Mohammed	Assoc. Professor of Research	PhD (Hotel and Tourism Hospitality and Economics)
16	Prof. Raymond Dziwornu	Assoc. Professor	PhD in Agric. Economics (2012)
17.	Mr. Peter Ackah	Lecturer	PhD in Finance, University of Nicaragua (On -going) MBA Finance (March 2009) UCC, B.Ed (Accounting) (July 2001) UCC, Dip. Bus. Edu. (Accounting) 1994, UCEW, K'isi. ACCA (Final)
18	Mr. James Ami -Narh	Senior Lecturer/Director	Doctor of Info. Tech (On-going). MBA in MIS, UG, 2002
19	Prof. Joseph K. Tuffour	Assoc. Professor	PhD Economics



20	Dr. Samuel Antwi	Senior lecturer	PhD (Finance Option (2014), Jiangsu University MBA(Accounting), ACCA
21	Mrs. Gladys A. A. Nabieu	Senior lecturer	MPhil (Finance) BBA(Banking & Finance
22	Mr. Richard Quashigah	Lecturer	LLM, BL
23	Mr. Isaac Ofoeda	Lecturer	PhD Finance (On-going) (2016-2020) UGBS, Mphil in Finance (July 2011) UG, Chartered Accountant (ICAG) (2011
24	Mr. Abdulai Munkaila	Lecturer	Mphil Leadership, UPSA
25	Dr. James Ntiamoah Doku	Lecturer	PhD in Finance (2014), Univ. of Ghana
26	Dr. Joseph Quashie	Lecturer	PhD in Asia Pacific Studies
27	Ms. Mavis Kwainoe	Lecturer	LLM, LLB
28	Dr Andrews Ayiku	Lecturer	PhD, DBA, SMC- Switzerland MBA Marketing, GIMPA Post Graduate Diploma in Management, University of Leister, UK
29	Mr. Yaro Kasambata	Lecturer	MSc. Defence and International Politics, Ghana Armed Forces Command and Staff College. Post Graduate Diploma in Business Administration, University of Wales, UK.
30	Mrs. Ivy Eklemet	Assistant Lecturer	MBA in Accounting and Finance, UPSA (2016)
31	Dr. John McCarthy	Lecturer	Doctorate in Finance, SMC University, Switzerland (Feb. 2016)
32	Mr. George Quartey	Lecturer	Doctorate in Finance, SMC, (On-going), Chartered Accountant (ICA, GH), MSc. Business Administration (Finance) April 2011, GIMPA, ICAG
33.	Dr. Michael Mickson	Lecturer	PhD in Business Administration, 2018, Cass European Institute of Management Studies, Luxembourg MPhil in Educational Administration, University of Cape Coast, 2007
34.	Mr. Redeemer Krah	Snr. Lecturer	PhD Accounting and Control Netherlands Open Univ., (On - going) MPhil Business Administration (Accounting) (Nov 2008) UG, Bsc Administration (Accounting) (May 2002) UG, Chartered Accountant (ICA, GH) (Feb 2009
35.	Dr. Michael Boadi Nyamekye	Lecturer	Doctor of Philosophy in Marketing (2015), University of Ghana, Legon MBA in Marketing, (2001), University of Ghana, Legon.

36.	Dr. Augustine Awuah Pepreh	Lecturer	PhD in Management, 2018, University of Venice PgD in Educ., Catholic Univ. College, 2015 MPhil in Mgt. Studies, Univ. of Venice, 2015 MBA in Logistics & Supply Chain Mgt., KNUST, 2013
37.	Dr. Ernest Mensah Abraham x	Snr. Lecturer	PhD in Development Studies, University of Greenwich, UK, 2011 MPhil in Environmental Science, University of Ghana, June, 2004
38.	Dr. Isaac Boadi	Snr. Lecturer	PhD in Finance, Heerlem University, Nederland, MSc. In Finance, Gothenburg University, Sweden. MSc. Finance, Skovden University, Sweden.
39.	Dr. Mark Boadu	Lecturer	PhD in Corporate Governance, 2013, Plymouth University, UK. Master of Public Administration, University of Ghana, 2005
40.	Dr. Adam Salifu	Lecturer/ Research Fellow	PhD in Social Science, 2015, MPhil in Development Studies, 2007, BA Information Studies, 2005
41.	Mr. Anagba Kingsley Kofi	Lecturer	MPhil in Operations Management, University of Ghana, 2015
42.	Mrs. Rejoice Esi Asante	Lecturer	PhD (Candidate) in Business Administration, Open University of Malaysia MPhil in Social Psychology, University of Ghana, 2009, PgD. In Marketing CIMG 2007 Prof. Diploma in Marketing. CIMG 2006
43.	Mr. Daniel Addae Adjepong	Lecturer	MSc Engineering Business Management /2008, Coventry University, United Kingdom
44.	Mr. Baroson Angenu	Lecturer	PhD (Candidate) UPSA, MPhil in Leadership, UPSA
45.	Mr. Ebenezer Arthur Duncan	Assistant Lecturer	MPhil in Global Leadership / 2013, UPSA.
46.	Mrs. Akorfa Wuttur	Assistant Lecturer	DBA (Candidate) in Quality Systems Management / 2020, The National Graduate School of Quality Management, USA MBA in Total Quality Management / 2013, UPSA.

Source: Humana Resource Directorate, 2021

**TEACHING STAFF (ADJUNCT)**

No.	Name	Qualification	Rank
1	Prof. Steve Agei-Mensah	Management Information System	Professor
2	Dr. Ezekiel Nii Noye Nortey	PhD, Statistics	Senior Lecturer
3	Dr. Samuel Lartey		Senior Lecturer
3	Mr. Nathaniel Addy	MSc. Marketing	Lecturer
4	Dr. Henry Boateng	PhD Knowledge Management	Senior Lecturer
5	Mr. Augustine Addo	MBA ICA	Lecturer
6	Dr. Sampson Amofo	MSc. Finance .MBA(MGT), PhD in Finance	Snr. Lecturer
7	Mr. Martin K. Yamborigya	ICAG.MBA project mgt	Lecturer
8	Dr. Emmanuel T. Asare	PhD in Petroleum Accounting & Finance	Lecturer
9	Mr. Vidal Creppy	MPA, B.A (HON) &CIPS	Lecturer
10	Mr. Collins Agyemang Sarpong		Lecturer
11	Mr. Jerome Cudjoe Katsekor	MBA Pet. Acct. & Fin. ICA(G)	Lecturer
12	Mr. Prosper Dormekpor	MBA Finance ( GIMPA) CIT, ICA(G)	Lecturer
13	Mr. Angelo George Habib	MSc. Internal Audit Mgt and Consultancy. MIIA,ACCA	Lecturer
14	Mr. Lionel Abbey	MSc. Quality Mgt. CQP, MCQI, ACMI, FCQI.	Lecturer
15	Ms. Olivia Mensah		Lecturer
16	Mr. Kobina Ata-Bedu	MBA, MCIPS, MGIPS & CIPP	Lecturer
17	Mr. Issah Mohammed	ACCA (2008), PGDip Financial Strategy, Oxford University ,UK, MSc Financial Management, University of West of England, UK	Lecturer
18	Mr. Kwaku Omane-Gyinde	PhD in Law (Specialization) Corporate Governance	Lecturer
19	Dr. Senalor Yawlui	PhD in International Relations and Diplomacy	Lecturer

20	Mr. Yaw Amoah Mpare	MSc. Finance and Investment, University of Exeter Business School, UK, 2008 Fellow, Association of Chartered Certified Accountants, (FCCA), 2003	Lecturer
21	Mr. Attah Acheampong	Masters, Energy & Environmental Economics & Management, Eni Corporate University, Italy, 2007 MSc. Oil and Gas Accounting, Robert Gordon University, Aberdeen, 2013 ICAG, 2015	Lecturer
22	Mrs. Neola Gbireh	Professional Law Course( Ghana School of Law), MSc Risk Management, Chartered Insurance Institute, UK, Bachelor of Law (LLB)	Lecturer
23	Mrs. Matilda AsanteAsiedu	MA Arts in Journalism Studies, Cardiff University – Wales, September 2005	Lecturer
24	Mr. Ernest Amartey Voodee	Msc Acturail Science, Chartered Statistician & Fellow, Institute & Faculty of Actuaries (U.K.)	Lecturer
25	Mr. YehodaNii Kotey	Master of Laws Oil and Gas Law	Lecturer
26	Mr. Kwaku Appietu-Ankrah	DBA Candidate, MA Risk Management	Lecturer
27	Hon. Alexander Afenyo Markin		Lecturer

Source: Human Resource Directorate, 2021

<b>A. ADMINISTRATIVE STAFF</b>			
1	Mrs. Lorraine Gyan	MBA HRM (UGBS), CIM (UK)	Snr. Assistant Registrar in charge of Distance Learning
2	Samuel Mensah	MBA Finance (KNUST), ChPA, CQRM	Snr. Assistant Registrar/Ag. School Administrator
3	Mrs. Florence Bediako	MBA Public Administration (UGBS), Bachelor of Management (UCC),	Jnr. Assistant Registrar
4	Ms. Eunice Korveh	BA Psychology and English (UG)	Snr. Admin. Assistant
5	Ziyad Musah	BA Tourism and Culture (KNUST)	Snr. Admin. Assistant



<b>B. GRADUATE ASSISTANTS</b>			
1	Barbara Deladem Mensah	MBA in Accounting and Finance, UPSA	Principal Administrative Assistant
2	Patience Armah	BSc. in Accounting, UPSA	Snr. Admin. Assistant/Graduate Asst.
3	Peter Zumah	BSc. in Accounting, UPSA	Snr. Admin. Assistant/Graduate Asst.
<b>C. NATIONAL SERVICE</b>			
1	Michael Amadi	BBA, UPSA	Service Personnel
2	Prince Nartey	BBA, UPSA	Service Personnel
3	Tsikpor Rosemary DelaEfia	Diploma in Marketing	Service Personnel

## FACULTY OF MANAGEMENT STUDIES

### ADMISSIONS

#### Statistics of Admitted and Registered students in the Faculty

Programme	Regular		Evening		Weekend		Total
BBA	M	F	M	F	M	F	
Level 100							
Level 200			20	43	5	10	78
Level 300			40	71	25	30	166
<b>BSc in Marketing</b>							
Level 100							
Level 200			8	10	3	2	23
Level 300			13	28	5	14	60
<b>BSc. in Real Estate Finance</b>							
Level 100							
Level 200	1						1
<b>Diploma in Marketing</b>							
Level 100							
<b>Diploma in Management</b>							
Level 100							

Source: Faculty of Management Studies, 2021

### GRADUATION

#### Summary of 2021 BBA Graduating Class Classified by Gender

	Male	Female	Total
<b>1<sup>st</sup> Class</b>	6	4	10
<b>2<sup>nd</sup> Class Upper</b>	83	115	198
<b>2<sup>nd</sup> Class lower</b>	148	138	286
<b>3<sup>rd</sup> Class</b>	74	61	135
<b>Pass</b>	11	13	24
<b>Total</b>	<b>322</b>	<b>331</b>	<b>653</b>

Source: Faculty of Management Studies, 2021

### Summary of 2021 BSc. Marketing Graduating Class Classified by Gender

	MALE	FEMALE	TOTAL
<b>1<sup>st</sup> Class</b>			
<b>2<sup>nd</sup> Class Upper</b>	20	26	46
<b>2<sup>nd</sup> Class lower</b>	27	38	65
<b>3<sup>rd</sup> Class</b>	25	19	44
<b>Pass</b>	3	5	8
<b>Total</b>	<b>75</b>	<b>88</b>	<b>163</b>

Source: Faculty of Management Studies, 2021

### Summary of 2021 Diploma in Management Graduating Class Classified by Gender

	MALE	FEMALE	TOTAL
<b>Distinction</b>	2	2	4
<b>Credit</b>	54	84	138
<b>Pass</b>	38	52	90
<b>Total</b>	<b>94</b>	<b>138</b>	<b>232</b>

Source: Faculty of Management Studies, 2021

### Staff Strength of Faculty of Management Studies by Rank /Designation

Academic Staff						Non Aca.	
Gender	Prof.	Asso. Prof .	Sen. Lec.	Lecturers	Asst. Lec	Admin . Staff	Total
<b>Male</b>	2	1	12	58	10	2	<b>85</b>
<b>Female</b>	1	1	4	20	7	3	<b>36</b>
<b>Total</b>	<b>3</b>	<b>2</b>	<b>16</b>	<b>78</b>	<b>17</b>	<b>5</b>	<b>121</b>

Source: Faculty of Management Studies, 2021

## DEPARTMENTAL RESEARCH SEMINAR

### List of Lecturers who presented Research Work during the Departmental Seminar

DATE	PRESENTER	RESEARCH TOPIC	VENUE
10 <sup>th</sup> March, 2021	Dr. Bede Akorige Atarah	Entrepreneurship-as-Emancipation: A Process Framework for Female Entrepreneurship	Virtual
10 <sup>th</sup> March, 2021	Dr. Abena Asomaning Antwi	Social Determinants of Health (SDH) and Multisectoral Approach in Ghana's Covid-19 Pandemic Management.	Virtual
17 <sup>th</sup> March, 2021	Dr. Andrews Ayiku	The Impact of Entrepreneurial Marketing Skills on Small Scale Business Performance: Evidence from Ghana	Virtual
17 <sup>th</sup> March, 2021	Dr. Maapah Quansah	Interrogating the Advertising Regime for Professional Services in Ghana	Virtual

Source: Faculty of Management Studies, 2021

### Winners of Academic prizes from the Faculty

AWARD CATEGORY	NAME	FCGPA
Best Graduating Student (Faculty of Management)	Agyire Enoch	<b>3.78</b>
Best Graduating Student Business Administration	Agyire Enoch	<b>3.78</b>
Best Graduating Student BSc. Marketing	Dari-Nelson Cosmos Kenyite	<b>3.54</b>
Best Graduating Student Diploma in Marketing	Cobbina Frank	<b>3.65</b>
Best Graduating Student Diploma in Management	I Joshua Kwadwo	<b>3.74</b>

Source: Faculty of Management Studies, 2021



# FACULTY OF ACCOUNTING AND FINANCE

## ADMISSIONS

### BSc. Accounting

Level	Regular		Evening		Weekend		Total		
	M	F	M	F	M	F	M	F	
100									
200	0	0	17	15	11	12	28	27	55
300	0	0	36	37	28	29	64	66	130
<b>Total</b>	<b>0</b>	<b>0</b>	<b>53</b>	<b>52</b>	<b>39</b>	<b>41</b>	<b>92</b>	<b>93</b>	<b>185</b>

Source: UPSA USIS, 2021

### BSc. Banking and Finance

Level	Regular		Evening		Weekend		Total		
	M	F	M	F	M	F	M	F	
100									
200	0	0	0	0	0	1	0	1	1
300	0	0	3	2	0	0	3	2	5
<b>Total</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>3</b>	<b>6</b>

Source: UPSA USIS, 2021

### BSc Actuarial Science

Level	Regular		Evening		Weekend		Total
	M	F	M	F	M	F	
100							
200							
<b>Total</b>							

Source: Faculty of Management Studies, 2021

## BSc. Accounting and Finance

Level	Regular		Evening		Weekend				Total
	M	F	M	F	M	F	M	F	
100									
200	1	0	17	4	8	4	26	8	34
300	0	0	16	19	10	6	26	25	51
<b>Total</b>	<b>1</b>	<b>0</b>	<b>33</b>	<b>23</b>	<b>18</b>	<b>10</b>	<b>52</b>	<b>33</b>	<b>85</b>

Source: UPSA USIS, 2021

## GRADUATION

### BSc. Accounting

	MALE	FEMALE	TOTAL
1 <sup>st</sup> Class	13	3	16
2 <sup>nd</sup> Class Upper	115	88	203
2 <sup>nd</sup> Class lower	137	99	236
3 <sup>rd</sup> Class	74	72	146
Pass	10	8	18
<b>Total</b>	<b>349</b>	<b>270</b>	<b>619</b>

Source: Faculty of Accounting and Finance, 2021

### BSc. Accounting and Finance

	MALE	FEMALE	TOTAL
1 <sup>st</sup> Class	3	1	4
2 <sup>nd</sup> Class Upper	11	6	17
2 <sup>nd</sup> Class lower	4	5	9
3 <sup>rd</sup> Class	4	3	7
Pass	0	0	0
<b>Total</b>	<b>22</b>	<b>15</b>	<b>37</b>

Source: Faculty of Accounting and Finance, 2021

### BSc. Banking and Finance

	MALE	FEMALE	TOTAL
1 <sup>st</sup> Class	4	2	6
2 <sup>nd</sup> Class Upper	29	41	70
2 <sup>nd</sup> Class lower	57	39	96
3 <sup>rd</sup> Class	20	22	42
Pass	5	7	12
<b>Total</b>	<b>115</b>	<b>111</b>	<b>226</b>

Source: Faculty of Accounting and Finance, 2021

### BSc. Actuarial Science

	MALE	FEMALE	TOTAL
1 <sup>st</sup> Class	0	0	0
2 <sup>nd</sup> Class Upper	6	2	8
2 <sup>nd</sup> Class lower	6	3	9
3 <sup>rd</sup> Class	6	0	6
Pass	0	0	0
<b>Total</b>	<b>18</b>	<b>5</b>	<b>23</b>

Source: Faculty of Accounting and Finance, 2021

### Diploma in Accounting

	MALE	FEMALE	TOTAL
Distinction	4	3	7
Credit	57	71	128
Pass	29	25	54
<b>Total</b>	<b>90</b>	<b>99</b>	<b>189</b>

Source: Faculty of Accounting and Finance, 2021

## Staff

Staff/Rank	Accounting		Banking and Finance		Total
	Male	Female	Male	Female	
Associate Professor	1	0	4	0	5
Senior Lecturer	4	0	6	2	12
Lecturer	18	4	38	11	71
Assistant Lecturer	12	3	9	2	26
Adjunct Lecturers	3	0	6	1	10
Contract Staff	2	0	0	0	2
<b>Non-Academic Staff</b>					
Departmental Officer	0	1	0	1	2
Faculty Officer	1				1
<b>Total</b>	<b>42</b>	<b>8</b>	<b>63</b>	<b>17</b>	<b>129</b>

Source: FAF (2021)



# UPSA LAW SCHOOL

## ADMISSION

### Applicants Admitted into the 3-year Post –First Degree Programme

	Male	Female	Total
3-Year LLB Programme	77	58	135

Source: USIS

## ENROLMENT

### 4-Year LLB Programme

Year	Male	Female	Total
2020/2021	N/A	N/A	40
2019/2020	31	86	117
2018/2019	23	72	95
2017/2018	52	43	95

Source: USIS

### 3-Year LLB Programme

Year	Male	Female	Total
2021/2022	77	58	135
2020/2021	69	44	113
2019/2020	78	54	132
2018/2019	71	47	117
2017/2018	71	46	117

Source: USIS

## REGISTRATION STATISTICS

### First Semester 2020/ 2021

	Four - Year LLB		Three -Year LLB		Sub-Total	
	M	F	M	F	M	F
Level 100	42	112	N/A	N/A	42	112
Level 200	21	64	62	40	83	104
Level 300	17	48	41	33	58	81
Level 400	29	38	51	39	80	77
<b>Total Number of Registered Students: 637</b>						

Source: USIS

### Second Semester 2020/ 2021

	Four -Year LLB		Three -Year LLB		Sub -Total	
	M	F	M	F	M	F
Level 100	42	112	N/A	N/A	42	112
Level 200	35	91	62	40	97	131
Level 300	14	50	29	38	43	88
Level 400	28	46	24	46	52	92
<b>Total Number of Registered Students: 657</b>						

Source: USIS

## GRADUATION

### Graduating Class of 2021

	1 <sup>ST</sup> CLASS	2 <sup>ND</sup> UPPER	2 <sup>ND</sup> LOWER	3 <sup>RD</sup> CLASS	PASS	NOT GRAD	TOTAL NO. OF STUDENTS
3-YEAR PROGRAMME	0	11	26	20	8	27	92
4-YEAR PROGRAMME	0	4	23	18	1	29	75
<b>TOTAL</b>	<b>0</b>	<b>15</b>	<b>49</b>	<b>38</b>	<b>9</b>	<b>56</b>	<b>167</b>

Source: USIS

### 4-Year LLB Programme

Class	M	F	Total
First Class	0	0	0
Second Class Honours (Upper Division)	3	1	4
Second Class Honours (Lower Division)	10	13	23
Third Class Honours	11	7	18
Pass	0	1	1

Source: USIS

### 3-year LLB Programme

Class	M	F	Total
First Class	0	0	0
Second Class Honours (Upper Division)	7	4	11
Second Class Honours (Lower Division)	13	13	26
Third Class Honours	11	9	20
Pass	6	2	8

Source: USIS

### STAFF STRENGTH

Gender	Senior Members		Total
	Teaching	Non-Teaching	
Male	28	0	27
Female	15	3	18
Total	42	3	45

### 3-year LLB Programme

Professor	Associate Professor	Senior Lecturer	Lecturer	Assistant Lecturer	Adjunct Lecturer	Total
0	1	1	19	9	16	46

### 3-year LLB Programme

Professors	PhD	Masters	PhD in progress
1	2	43	8

The following graduating students also received academic awards:

- Benedict Nii Laryeafio for the Dean's Award for the overall best student
- Beatrice Fafanyo Gidisu for the Daniel McKorley Award for the Best Student in Commercial Law
- Beatrice Fafanyo Gidisu and Augustine Brako for the Elizabeth Ward Brew Smith Award for the best student in Jurisprudence
- Bright Kwame Doe Wilson and Justice Nii Ablorh Adjei for the Francis Xavier Sosu Award for the best student in Human Rights Law.

### Admissions into the Ghana School of Law

A total of twenty-one (21) of our former students gained admission into the Ghana School of Law. Ten (10) of these students were from the 4-year LLB Programme and Eleven (11) from the 3-year LLB Programme.

### Publications

1. Amponsah-Mensah, Afia Agyemang, *Ponzi Schemes in Ghana: A case of the Menzgold Saga*, Africa Journal of Comparative and International Law.
2. Osei Owusu, Isaac and Tawiah Theophilus, *Ghana's Deposit Protection Act: Are the Depositors Protected?*, Journal of Law, Policy and Globalization, Vol. 105, 2021.
3. Kwaw, Kwamena, *Jurisprudence : Theory and Context* ( Has been accepted for publication in the upcoming issue of JCLA Volume Nine Issue number 1 of 2021 )
4. Abotsi, E. Kofi, *Customary Law and the Rule of Law: Evolving Tensions and Re-Engineering*, Arizona Journal of International and Comparative Law, Vol. 37 number 2, 2020.
5. Kwaw, Edmund Ato, *Strict or Substantial Compliance in Letters of Credit: Crafting Guidelines for Verifying Documentary Compliance*, E-Journal of Law 2021.
6. Korankye-Sakyi, Francis Kofi and Dwomoh, Kweku Attakora, *Towards a Conducive Investment Climate within ECOWAS: The Case for the Amendment of Sections 27 and 28 of the Ghana Investment Promotion Centre Act 865 of 2013*, UCC FLJ Vol 01, Issue 01, June 2021.



7. Kwaw, Edmund and Asah-Asante, Akosua, *Crafting Directive Principles to Guide the Extension of Malicious Civil Suits in the Commonwealth* (Accepted for publication in the upcoming issue of the GIMPA Law Journal).
8. Abotsi, E. Kofi, *Introspecting the Office of the Special Prosecutor's Act and Ghana's Constitutional Framework on Anti-Corruption*, *Africa Journal of International and Comparative Law*, Vol. 37 Number 2, 2020.
9. Amah, Gertrude Amorkor, *Beneficial Ownership and Corporate Governance in Ghana*, *Business Law Review*, Vol 41 Issue 6, December 2021 .
10. Kusi-Appiah,, Francisca, *Book Review of Sustainability by Maurie J. Cohen*, *Global Energy Law and Sustainability Journal*, Vol.2 Issue 1 , Edinburgh University Press, August 2021 .
11. Kusi-Appiah, Francisca, *Energy Transition in West Africa during the COVID-19 Pandemic*, *Oil, Gas and Energy Law Intelligence (OGEL)*, November 2021

## Faculty of Information Technology and Communication Studies

### ADMISSION

#### Department of Information Technology Studies, 2021

Programme	Morning		Evening		Weekend		Total
	M	F	M	F	M	F	
Bachelor of Science in IT Level 100	691	106	26	4	49	6	882
Bachelor of Science in IT 200	6	1	42	10	13	1	73
Bachelor of Science in IT Level 300	6	0	29	10	5	3	53
<b>Total</b>	<b>703</b>	<b>107</b>	<b>97</b>	<b>24</b>	<b>67</b>	<b>10</b>	<b>1,008</b>
Diploma in IT Management Level 100	321	61	39	2	101	13	537

Source: ISTD/Academic Affairs, November 2021

#### Department of Communication Studies, 2021

Programme	Morning		Evening		Weekend		Total
	M	F	M	F	M	F	
BA in PR Management Level 100	319	536	6	28	25	48	962
BA in PR Management Level 200	3	5	19	30	1	12	70
BA in PR Management Level 300	4	1	28	94	0	5	132
<b>Total</b>	<b>326</b>	<b>542</b>	<b>53</b>	<b>152</b>	<b>26</b>	<b>65</b>	<b>1,164</b>
Diploma in PR Level 100	121	320	6	20	26	51	544

Source: ISTD/Academic Affairs, November 2021

## STUDENT ENROLMENT

### Population of Bachelor of Science in Information Technology Management Students, 2021

Level	Regular		Evening		Weekend		Gender Total		Total
	M	F	M	F	M	F	M	F	
100	535	78	25	5	24	3	584	86	670
200	272	35	71	16	21	2	364	53	417
300	122	15	56	16	16	5	194	36	230
400	53	12	42	6	0	0	95	18	113
<b>Grand Total</b>							<b>1,237</b>	<b>193</b>	<b>1,430</b>

Source: ISTD/Academic Affairs, November 2021

### Population of Diploma in Information Technology Management students, 2021

Level	Regular		Evening		Weekend		Gender Total		Total
	M	F	M	F	M	F	M	F	
100	244	50	41	3	67	7	352	60	412
200	113	28	32	5	3	0	148	33	181
<b>Grand Total</b>							<b>500</b>	<b>93</b>	<b>593</b>

Source: ISTD/Academic Affairs, November 2021

### Bachelor of Arts in Public Relations Management, 2021

Level	Regular		Evening		Weekend		Gender Total		Total
	M	F	M	F	M	F	M	F	
100	218	371	8	27	14	39	240	437	677
200	100	229	26	66	5	12	131	287	418
300	24	82	37	125	0	1	61	208	269
400	21	57	46	21	0	0	474	1,035	1,509
<b>Grand Total</b>							<b>906</b>	<b>1,967</b>	<b>2,873</b>

Source: ISTD/Academic Affairs, November 2021

### Diploma in Public Relations, 2021

Level	Regular		Evening		Weekend		Gender Total		Total
	M	F	M	F	M	F	M	F	
100	91	256	6	16	20	31	117	303	420
200	46	147	13	25	0	0	59	172	231
<b>Grand Total</b>							<b>176</b>	<b>475</b>	<b>651</b>

Source: ISTD/Academic Affairs, November 2021

### Gender population distribution of the Department of Information Technology Studies, 2021

Programme	Male	Female	Total
BSc. in ITM	1,237	193	1,430
Diploma in ITM	500	93	593
<b>Total</b>	<b>1,737</b>	<b>286</b>	<b>2,023</b>

Source: ISTD/Academic Affairs, November 2021

### Gender Distribution of Department of Communication Studies, 2021

Programme	Male	Female	Total
BA in PRM	906	1,967	2,873
Diploma in PRM	59	172	231
<b>Total</b>	<b>965</b>	<b>2,139</b>	<b>3,104</b>

Source: ISTD/Academic Affairs, November 2021



## GRADUATION

### Department of Information Technology Studies, 2021

Programme	Class	Male	Female	Total
Bachelor of Science in IT Management	1 <sup>st</sup> Class	1	1	2
	2 <sup>nd</sup> Class Upper	26	6	32
	2 <sup>nd</sup> Class Lower	28	9	37
	3 <sup>rd</sup> Class	14	0	14
	Pass	3	0	3
<b>Total</b>				<b>88</b>
Diploma in IT Management	Distinction	1	3	4
	Credit	44	16	60
	Pass	36	8	44
<b>Total</b>				<b>108</b>

Source: USIS, November 2021

### Department of Communication Studies, 2021

Programme	Class	Male	Female	Total
Bachelor of Arts in Public Relations Management	1 <sup>st</sup> Class	0	0	0
	2 <sup>nd</sup> Class Upper	14	37	51
	2 <sup>nd</sup> Class Lower	16	56	72
	3 <sup>rd</sup> Class	8	11	19
	Pass	0	0	0
<b>Total</b>				<b>142</b>
Diploma in Public Relations	Distinction	0	3	3
	Credit	36	116	152
	Pass	11	34	45
<b>Total</b>				<b>200</b>

Source: 13th Congregation Brochure and published Supplementary lists, 2021

## STAFF STRENGTH

### Categorical breakdown of staff strength of the Faculty

Gender	Senior Members		Senior Staff	Junior Staff	Total
	Teaching (Full-Time)	Non-Teaching			
Male	57	1	0	0	58
Female	32	2	0	0	34
<b>Total</b>	<b>89</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>92</b>

Source: FITCS' / Departments staff files, 2021

### Summary of Staff in further Studies and Expected Year of Completion

No.	Number of Lecturers on PhD Programme	Expected Year of completion
1	1	2021
2	17	2022
3	4	2023
4	1	2024

### Summary of Staff in further Studies and Expected Year of Completion

Faculty Member	Title of paper	Name of conference	Date	Sponsor (s)
Emmanuel Owusu Oware (PhD)	Implementation and Use of Biometric System for Social Security Services: The Case of Ghana's Social Security and National Insurance Trust	Faculty Research Seminar	April 14, 2021	N/A
Messan Mawugbe (PhD)	Why Blame the West? Negativity as International News Determinant: The coverage of Africa in the Ghanaian Press.	Faculty Research Seminar	April 14, 2021	N/A
Dr. Mohammed Sadat	Compounding in Ghanaian English: A Construction Morphology Approach	Department of Communication Studies Research Seminar	March 3, 2021	N/A

Dr. Messan Mawugbe	Colonial Affinity as International News Determinant: The Coverage of Africa in the Ghanaian Elite Press	Department of Communication Studies Research Seminar	March 3, 2021	N/A
Mrs. Charity Boateng	Non-verbal Communication in Ghana: The Role of Ghanaian Textiles	Department of Communication Studies Research Seminar	March 3, 2021	N/A
Adjin, Tettey, Theodora Dame (PhD)	Towards sustainable journalism in Sub-Saharan Africa: A policy brief.	13th Southern Africa-Nordic Centre (SANORD) Annual Scientific Conference on the theme: Vitalizing partnerships – Moving forward to a sustainable future. <a href="https://app.oxfordabstracts.com/events/1317/program-app/session/27011">https://app.oxfordabstracts.com/events/1317/program-app/session/27011</a>	8 -10 September 2021, Bergen, Norway.	The Consortium to Promote Human Rights, Civic Freedoms and Media Development (CHARM) Fojo Media Institute NRF/Rhodes University
Adjin, Tettey, Theodora Dame (PhD)	Combating fake news, disinformation, and misinformation: Experimental evidence for media literacy education	Indigenous Language Media in Africa (ILMA) Conference on Social Media, Hate speech and Fake News	22-23 July 2021 at North-West University, South Africa.	NRF/Rhodes University
Adjin, Tettey, Theodora Dame (PhD)	Sustainable Journalism in Sub-Saharan Africa: a north-south, global-local dialogue Submitted to: Journalism Research and Education Section (JRE)	International Association of Media and Communication Researchers (IAMCR) 2021 Conference on the theme: Rethinking borders and boundaries: Beyond the global/local dichotomy in communication studies.	11 – 15 July 2021 Nairobi, Kenya	The Consortium to Promote Human Rights, Civic Freedoms and Media Development in Sub-Saharan Africa (CHARM) Fojo Media Institute

## Research publications

The respective members of the Faculty of Information Technology and Communication Studies published the following research papers in 2021 as displayed in the table below:

### Publications of members of the Faculty of IT and Communication Studies

1. Della Togna, M, Garman, A., Adjin-Tettey T. D., Diale, M, Hyera, F, Bukula, T., Halse, P, Petersen, F, Bombi, T., Kleyn, L. (2021). Communication. In: *South African Covid 19 Country Report: First Edition. Development of a Country Report on the measure Implemented to Combat the Impact of Covid -19 in South Africa*. Pretoria, South Africa: DPME (Department of Planning, Monitoring and Evaluation), GTAC (Government Technical Advisory Centre) & NRF (National Research Foundation). ISBN: 978-0-621- 49710-6
2. Adjin-Tettey, T.D, Garman, A., Kruger, F., Olausson, U., Berglez, P., Tallert, L., Berger, G., Fritzon, V. (2021). *Towards sustainable journalism in sub-Saharan Africa: Policy brief*. (Second edition). Sweden: Fojo Media Institute. <http://www.diva-portal.org/smash/get/diva2:1563058/FULLTEXT01.pdf> ISBN: 978-91-89283-83-1.
3. Adjin-Tettey, T.D., Garman, A., Kruger, F., Olausson, U., Berglez, P., Tallert, L., Fritzon, V. (2021). *Towards sustainable journalism in sub-Saharan Africa: Policy brief (First Edition)*. Sweden: Fojo Media Institute. [https://fojo.se/en/resources/publications/ISBN: 978-91-89283-76-3](https://fojo.se/en/resources/publications/ISBN:978-91-89283-76-3)
4. Adjin-Tettey, T. D., Allotey, E. Ogoe, A. S. & Anyomi H. (2020). Public relations as strategic management function in selected organisations in Accra, Ghana. *International Journal of Interdisciplinary Organizational Studies*, 15 (1), 13-28. <https://doi.org/10.18848/2324-7649/CGP/v15i01/13-28>
5. Adjin-Tettey, T. D (2020). Can 'digital natives' be 'strangers' to digital technologies? An analytical reflection. *Inkanyiso, Journal of Humanities & Social Sciences*, 12(1), 11-23. Persistent link: <https://hdl.handle.net/10520/EJC-1f2a92f797>
6. Adjin-Tettey, T. D. (2020). Healthcare Gets Smarter: Smart and Digital Technology Usage by Maternal and Neo-Natal Healthcare Providers. In S. Umair (Ed.), *Mobile Devices and Smart Gadgets in Medical Sciences* (pp. 39-55). Hershey, PA: IGI Global. ISBN13: 9781799825210 DOI: <http://doi.org/10.4018/978-1-7998-2521-0.ch003>



7. Amankwah, A. S. & Mbatha, B. T. (2021). Interactivity gratifications: Millennials' motivations in using new media technology for political communication about elections. *Communicare: Journal for Communication Sciences in South Africa*. 40(1), 107-127. <https://journals.co.za/journal/comcare>
8. Gyamfi, P. A., & Amankwah, A. S. (2021). Effective communication during a global health crisis: A content analysis of presidential addresses on the COVID-19 pandemic in Ghana. *Journal of International Crisis and Risk Communication Research*, 4(2), 193-220. <https://doi.org/10.30658/jicrcr.4.2.1>.
9. Hasiyatu, A., Assem, I, S. & Amankwah, A. S. (forthcoming). Framing Of Covid-19 safety protocols in Kusaal Health Musical Communication: Language and Literary Analysis. *Language and Communication*, Elsevier.
10. Amankwah, A. S., Danquah, E. & Asare, M. (2021). Influence of selected global memes on the news agenda of online media on Covid '19. Conference Paper for *Mediated Communication, Public Opinion and Society Session – Covid 19 impact*, International Association of Media and Communication Researchers (IAMCR) 2021 Nairobi Conference, 11 – 15 July. <https://iamcr.org/node/17301>
11. Hasiyatu, A., Assem, I, S. & Amankwah, A. S. (forthcoming). Framing Of Covid-19 safety protocols in Kusaal Health Musical Communication: Language and Literary Analysis. *Language and Communication*, Elsevier.
12. Dankwa, A. G. (in press). Exploring Colonial Discourse in Daniel Defoe's Robinson Crusoe and Counter Discourse of Decolonisation in Chinua Achebe's Things Fall Apart!. *International Journal of Academic Research in Business and Social Sciences*.
13. Teiko, N. O. (2021). Representation of the other in Ghanaian literary texts: A reading of some selected works. *Kente - Cape Coast Journal of Literature and the Arts*. 2(1), pp. 58- 77.
14. Bakah, E. K., Yegblemenawo, C. A. A., Asalidiwo, S. S. & Gligbe, E. S. (2020). Apprendre le FLE via WhatsApp dans l'enseignement supérieur: Quels bénéfices, défis et solutions. *Revue Songuiri*, 6, 108-122.

15. Afari, E.S.K & Yegblemenawo, C. A. A. (2020). Apports de la télésérie à l'amélioration de la compétence d'expression orale du FLE à l'école normale. *Asɛmka*, 10, 94-116.

### Graduation awards of students, 2021

No.	Prize	Name	FCGPA / Score
1.	Best Graduating Student in the Faculty of Information Technology and Communication Studies	Akuoko, Ruth	<b>3.82</b>
2.	Best Graduating Student in the Department of Communication Studies	Danquah, Ephraim	<b>3.58</b>
3.	Best Graduating Student in the Department of Information Technology Studies	Akuoko, Ruth	<b>3.82</b>
4.	Best Graduating Student in the Department of Communication Studies	Danquah, Ephraim	<b>3.58</b>
5.	Best Graduating Student in Diploma in Information Technology Management	Yirrah, Josephine	<b>3.57</b>
6	Best Graduating Student in Diploma in Public Relations	Adu-Darko, Esther	<b>3.72</b>

Source: FITCS' / Departments staff files, 2021

## WEEKEND SCHOOL

### 2021/2022 APPLICATIONS

Programme	Weekend	
	M	F
Bachelor of Science in Accounting	60	56
Bachelor of Business Administration	80	122
Bachelor of Science in Banking and Finance	7	4
Bachelor of Science in Marketing	25	40
Bachelor of Arts in Public Relations Management	19	48
Bachelor of Science in Accounting and Finance	36	20
Bachelor of Science in Information Technology Management	60	7
Diploma in Accounting	12	4
Diploma in Information Technology Management	16	2
Diploma in Management	10	3
Diploma in Marketing	10	9
Diploma in Public Relations	5	11
<b>Total</b>	<b>340</b>	<b>326</b>
<b>Grand Total</b>	<b>666</b>	

### 2021/2022 ADMISSION

Programme	Weekend		Total
	M	F	
<b>Bachelor of Science in Accounting</b>			
Level 100	2	2	<b>4</b>
Level 200	11	13	<b>24</b>
Level 300	28	29	<b>57</b>
<b>Bachelor of Business Administration</b>			
Level 100	16	27	<b>43</b>
Level 200	7	14	<b>21</b>
Level 300	30	34	<b>64</b>
<b>Bachelor of Science in Banking and Finance</b>			
Level 100	1	0	<b>1</b>
Level 200	0	1	<b>1</b>
Level 300	0	0	<b>0</b>

<b>Bachelor of Science in Marketing</b>			
Level 100	4	7	<b>11</b>
Level 200	4	3	<b>7</b>
Level 300	6	15	<b>21</b>
<b>Bachelor of Arts in Public Relations Management</b>			
Level 100	4	6	<b>10</b>
Level 200	5	3	<b>8</b>
Level 300	7	13	<b>20</b>
<b>Bachelor of Science in Accounting and Finance</b>			
Level 100	5	2	<b>7</b>
Level 200	8	4	<b>12</b>
Level 300	10	6	<b>16</b>
<b>Bachelor of Science In Information Technology Management</b>			
Level 100	19	1	<b>20</b>
Level 200	4	2	<b>6</b>
Level 300	12	2	<b>14</b>
<b>Diploma in Accounting</b>			
Level 100	1	0	<b>1</b>
<b>Diploma in Information Technology Management</b>			
Level 100	6	0	<b>6</b>
<b>Diploma in Management</b>			
Level 100	5	1	<b>6</b>
<b>Diploma in Marketing</b>			
Level 100	5	2	<b>7</b>
<b>Diploma in Public Relations</b>			
Level 100	3	7	<b>10</b>
<b>Total</b>	<b>203</b>	<b>194</b>	<b>397</b>

## 2021/2022 REGISTRATION AND ENROLLMENT

Programme	Weekend		Total
	M	F	
<b>Bachelor of Science in Accounting</b>			
Level 200	8	8	16
Level 300	26	24	50
<b>Bachelor of Business Administration</b>			
Level 100	0	1	1
Level 200	5	10	15
Level 300	25	30	55
<b>Bachelor of Science in Banking and Finance</b>			
Level 200	0	1	1
Level 300	0	0	0



<b>Bachelor of Science in Marketing</b>			
Level 200	3	2	5
Level 300	5	14	19
<b>Bachelor of Science in Information Technology Management</b>			
Level 200	3	1	4
Level 300	9	2	11
<b>Bachelor of Arts in Public Relations Management</b>			
Level 200	4	3	7
Level 300	6	10	16
<b>Bachelor of Science in Accounting and Finance</b>			
Level 200	7	4	11
Level 300	8	6	14
<b>Total</b>	<b>109</b>	<b>116</b>	<b>225</b>

### Total Degree Enrolment for 2021/2022 Academic Year

Programme	Weekend		Total
	M	F	
<b>Bachelor of Arts in Public Relations Management</b>			
Level 200	9	25	34
Level 300	5	17	22
Level 400	0	0	0
<b>Bachelor of Business Administration</b>			
Level 200	38	47	85
Level 300	41	66	107
Level 400	36	54	90
<b>Bachelor of Science in Accounting</b>			
Level 200	14	14	28
Level 300	47	31	78
Level 400	23	26	49
<b>Bachelor of Science in Accounting and Finance</b>			
Level 200	18	6	24
Level 300	16	13	29
Level 400	12	9	21
<b>Bachelor of Science in Banking and Finance</b>			
Level 200	1	5	6
Level 300	0	3	3
Level 400	4	3	7

<b>Bachelor of Science in Information Technology Management</b>			
Level 200	19	2	21
Level 300	18	2	20
Level 400	12	3	15
<b>Bachelor of Science in Marketing</b>			
Level 200	10	10	20
Level 300	8	18	26
Level 400	12	9	21
<b>Total</b>	<b>343</b>	<b>364</b>	<b>707</b>

### Total Diploma Enrolment for 2021/2022

Programme	Weekend		Total
	M	F	
<b>Diploma in Accounting</b>			
Level 200	13	8	21
<b>Diploma in Information Technology Management</b>			
Level 200	33	5	38
<b>Diploma in Management</b>			
Level 200	16	22	38
<b>Diploma in Marketing</b>			
Level 200	12	7	19
<b>Diploma in Public Relations</b>			
Level 200	17	24	41
<b>Total</b>	<b>91</b>	<b>66</b>	<b>157</b>

### Total Diploma Enrolment for 2021/2022

Program	Acct.		Admin.		Mkt.		Acct. & Fin.		Banking		Total
Class	M	F	M	F	M	F	M	F	M	F	
<b>1st class</b>	0	0	0	1	0	0	3	0	0	0	<b>4</b>
<b>2nd Upper</b>	13	5	9	11	6	8	4	3	2	4	<b>65</b>
<b>2nd Lower</b>	17	15	14	19	7	13	1	2	3	3	<b>94</b>
<b>3rd class</b>	10	16	11	16	3	6	0	1	0	3	<b>66</b>
<b>Pass</b>	2	0	2	4	0	0	0	0	1	0	<b>9</b>
<b>Total</b>	<b>42</b>	<b>36</b>	<b>36</b>	<b>51</b>	<b>16</b>	<b>27</b>	<b>8</b>	<b>6</b>	<b>6</b>	<b>10</b>	<b>238</b>
	<b>78</b>		<b>87</b>		<b>43</b>		<b>14</b>		<b>16</b>		<b>238</b>

### Performance of 2021 Degree Graduating Students of Weekend School

Program	Acct.		Banking		Admin.		Mkt.		Total
	M	F	M	F	M	F	M	F	
1st class	0	0	1	0	1	0	0	0	2
2nd Upper	17	19	1	3	10	19	6	1	76
2nd Lower	18	21	1	6	15	19	3	2	85
3rd class	14	10	1	1	11	12	3	5	57
Pass	5	3	1	2	2	2	1	0	16
<b>Total</b>	<b>54</b>	<b>53</b>	<b>5</b>	<b>12</b>	<b>39</b>	<b>52</b>	<b>13</b>	<b>8</b>	<b>236</b>
	107		17		91		21		236

### Comparison of 2021 Performance against 2020 Performance in Percentages (%)

Program	Acct		Admin		Mkt		Acct & Fin		Banking & Fin	
	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020
1st Class	0.0%	0.0%	0.4%	0.4%	0.0%	0.0%	1.3%	Nil	0.0%	0.4%
2nd Upper	7.6%	15.3%	8.4%	12.3%	5.9%	3.0%	3.0%	Nil	2.5%	1.7%
2nd Lower	13.4%	16.5%	13.9%	14.4%	8.4%	2.1%	1.3%	Nil	2.5%	3.0%
3rd Class	10.9%	10.2%	11.3%	9.7%	3.8%	3.4%	0.4%	Nil	1.3%	0.8%
Pass	0.8%	3.4%	2.5%	1.7%	0.0%	0.4%	0.0%	Nil	0.4%	1.3%
<b>Total</b>	<b>32.8%</b>	<b>45.3%</b>	<b>36.6%</b>	<b>38.6%</b>	<b>18.1%</b>	<b>8.9%</b>	<b>6.0%</b>	<b>Nil</b>	<b>6.7%</b>	<b>7.2%</b>

### Performance of 2020 Degree Graduating Students of Weekend School

Classes	Aggregate %	
	2021	2020
1st Class	1.6%	0.8%
2nd Upper	24.4%	32.3%
2nd Lower	38.2%	36.0%
3rd Class	27.3%	24.1%
Pass	8.5%	6.8%

## 2021 Diploma Graduands

Programme/ Class	Mkt.		Mgt.		Info. Tech.		Acct.		Total
	M	F	M	F	M	F	M	F	
Distinction	0	0	0	0	0	0	0	0	0
Credit	1	2	5	1	1	0	4	3	17
Pass	0	0	1	3	0	0	3	0	7
Total	1	2	6	4	1	0	7	3	24
	3		10		1		10		24

## 2020 Diploma Graduands

Programme/ Class	Mkt.		Mgt.		Info. Tech.		Acct.		Total
	M	F	M	F	M	F	M	F	
Distinction	0	0	0	0	0	0	0	0	0
Credit	3	0	3	5	2	0	2	2	17
Pass	0	0	1	0	0	0	3	1	5
Total	3	0	4	5	2	0	5	3	22
	3		9		2		8		

## Comparison of 2021 and 2020 Diploma Performance in Percentages (%)

Programme/ Class	Mkt		Mgt		Info Tech		Acct	
	2021	2020	2021	2020	2021	2020	2021	2020
Distinction	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Credit	12.5%	13.6%	25.0%	36.4%	4.2%	9.1%	29.2%	18.2%
Pass	0.0%	0.0%	16.7%	4.5%	0.0%	0.0%	12.5%	18.2%
Total	12.5%	13.6%	41.7%	40.9%	4.2%	9.1%	41.7%	36.4%

Classes	Aggregate %	
	2021	2020
Distinction	0.0%	0.0%
Credit	70.9%	77.3%
Pass	29.2%	22.7%



### The Staffing Position of the Weekend School

No.	Name	Qualification	Rank /Position
1.	Dr. Ampem Darko Aniapam	Ph.D (UG), M. Phil (UG), BA (UCC) Dip. Ed. (UCC)	Lecturer/Dean
2.	Mr. James A. Fosu	M. Phil (UG)., BA (UG), ChPA	Assistant Registrar/School Officer
3.	Lawrence Prince Senam Quashigah	BA Theatre Arts (UEW)	Senior Administrative Assistant
4.	Hamdiya Abubakar	Diploma	National Service Personnel

## EVENING SCHOOL

### Total Students Population (Total Registered Students)

#### Application, Admission, & Registration

APPLICATION (Level 100 - 300)	1622	
ADMISSION (Level 100)	715	
ADMISSION (Level 200 - 300) Top - Ups Only	704	
Total Admitted	1419	
REGISTERED (Freshmen Level 100)		331
REGISTERED (Freshmen - Level 200 - 300) Top - ups	644	
REGISTERED (Continuing Students - Level 200 - 400)	1749	
		2393
<b>TOTAL STUDENT POPULATION</b>		<b>2724</b>

#### Graduation

During the 13th Congregation of the University, the Evening school graduated **647** students. This consisted of **563** undergraduates and **84** diploma students. The Evening School recorded six (6) first classes at the undergraduate level among the 2021 graduation class. The graduation population of the Evening School represents 22.19% of the institutional graduating class of 2021 compared to 25.16% in 2020.

## INSTITUTE OF WORK, EMPLOYMENT AND SOCIETY

### Number of Publications of IWES Staff - 2021

S/N	NAME	DEPARTMENT	No.
1.	Mary Naana Essiaw (PhD)	IWES	3
2.	Mrs. Erika Mamley Osae	IWES	1
3.	Mr. Andrew Kwaku Conduah	IWES	2
4.	Mr. Ransford Kwaku Afeadie	IWES	1

Citation list of the publications for the period under review is presented below:

1. Ewusi, E., Mensah, R. O., Frimpong, A., **Essiaw, M.N.**, Yeboah, I. & Enchill, Y. T. (2021). Exploring The Perceptual and Contextual Factor Affecting Retirement Planning Among Fisher Folks in The Elmina And Cape Coast Fishing Communities: A Qualitative Approach. *Advances in Applied Sociology*.
2. Doe, F. & **Essiaw, M.N.** (2021). When Being Hospitable Hurts (Staff Experience of Bullying from Hotel Guests). *International Hospitality Review Journal*.
3. Quartey Samuel Howard; Dartey-Baah Kwasi; **Essiaw, M.N.** (2021), Examining the nexus between human resource leadership and corporate sustainability: views of human resource professionals in Ghanaian SMEs" *International Journal of Environment, Workplace and Employment*
4. **Afeadie, R. K.**, (2021). Rural-urban drift: Labour migration, health-seeking behaviour disparity in the urban slum of Madina, Ghana, *Health Education, Vol. ahead-of-print No. ahead-of-print. Emerald Publishing Limited*, <https://doi.org/10.1108/HE-01-2021-0005>.
5. **Asiamah, N., Conduah, A. K.** & Eduafo, R. R. (2021). Social network moderators of the association between Ghanaian older adults' neighbourhood walkability and social activity. *Health Promotion International*, 2021, 1–11. doi:10.1093/heapro/daaa156

6. Mensah, J. V., **Osae, E. M.**, & Asare, K. Y. (2021). Emergence of squatter settlements in the Greater Accra Metropolitan area in Ghana: An issue of state failure or survival? *International Journal of Geography and Regional Planning*, 7(1), 219-233.
7. Asiamah, N., Vieira, E. R., Gasana, J., **Conduah, A. K.** & Eduafo, R. (2021). The moderating influences of social networks on the relationship between neighbourhood walkability and sedentary behaviour in community-dwelling older adults in Accra, Ghana, *Journal of Public Health: From Theory to Practice*, <https://doi.org/10.1007/s10389-021-01582-2>



## RESEARCH & CONSULTANCY CENTRE

### University Publications and Number of Faculty Involved

Quarters	Number	2019	2020	2021
<b>First Quarter</b>	Publications	11	37	27
	Faculty Members	11	30	27
<b>Second Quarter</b>	Publications	14	36	43
	Faculty Members	17	26	33
<b>Third Quarter</b>	Publications	35	47	18
	Faculty Members	25	47	22
<b>Fourth Quarter</b>	Publications	28	31	-
	Faculty Members	21	33	-
<b>Total</b>	Publications	88	153	88+

Source: RCC, 2021



**ALUMNI SPOTLIGHT**







**DR. GEORGE AKUFFO  
DAMPARE**

Acting Inspector  
General of Police (IGP)

The then Institute of Professional Studies (IPS) (now University of Professional Studies, Accra (UPSA)) wasn't the first choice of school for tertiary education for many prospective students many years ago. However, my mates and I saw it differently and we have been proven right. Today, the story is different and the school has become nationally and globally competitive, becoming the preferred first choice for countless people. Indeed, the strong yet humbling

foundation of my academic and professional career can be traced to the UPSA. The school has an enviable history of consistently lacing core academic courses with practical leadership programmes. This continues to shape my career beyond measure. I am therefore thankful to UPSA and I am confident that the school will continue to add value to society and play a pioneering role in transforming tertiary education in Ghana.



**MR. KWADWO  
DANSO-DODOO**

Managing Director, Special Ice  
Company Limited

Kwadwo Danso-Dodoo is the Managing Director of Special Ice Company Ltd from 2011 till date. Until his appointment was Managing Partner of Broadreach Consult. He was the Managing Director of Sun

Ridge Ltd in 2003, producers of Safina Mineral Water, and Aqua-In Ltd, both of which he was responsible for the set up and their successful management. He has a wide range of experience in the mineral water industry, business management and start-up businesses. He was the Finance Manager at Voltic (Gh) Ltd in 1998, the leading mineral waterproducing company. He was also Finance Manager of Voltic International with subsidiaries in Nigeria and Togo. He previously worked as Depot Controller of Ghana Agro Foods Co Ltd (GAFCO) - 1996, managing seven depots in some regions of Ghana, Trainee Accountant of Pannell Kerr Forster Chartered Accountants and Project

Accountant of Women in Development Project with UNDP (1992).

Kwadwo is a member of the Institute of Chartered Accountants, Ghana and holds a Masters Business Administration – Finance, from the University of Ghana, Legon. He is a product of Adisadel College, 1986 year group, Institute of Professional Studies, Legon (1992) now University of Professional Studies, Accra (UPSA).

He is on the Boards of Best Pensions Trust Ltd, Best Assurance Company Ltd and Best Point Savings and Loans Ltd.

Kwadwo is married with four children and a staunch Presbyterian.



**EMELIA BOATEMAH  
OSEI DERKYI**

Emelia Boatemah Osei Derkyi is a Chartered Management Accountant with almost 21 years post qualification experience in the public sector, having obtained her professional qualification in May 2001.

She worked as trainee Accountant in Nestle Ghana Limited, British Airways and Unilever Ghana at various stages of her career. She joined the Controller and Accountant General's Dept. in November 1997 as a senior Accountant.

She Worked in the Ministry of Health from November 1997 to February 2009 holding various positions. She was initially the Head of Financial Management Services, then the Head of the General Accounts and later became Deputy Financial Controller before leaving the Ministry. At the Ministry of Health, she was in charge of a number of donor projects, key among them being the Global Fund. She also pioneered the Vehicle Revolving fund for health workers.

She was posted to the Ministry of Justice in March 2009, where she worked for six years as the financial controller, instituting sound financial management practices as well as initiating creative ways to boost funding to the Ministry.

In March 2014 she was promoted to the rank of Assistant Controller (Director of Accounts)

Until her appointment as Acting Deputy Controller and Accountant

General in charge of (F&A) on the 1st of June 2021, she was the Director Finance at the Ministry of Education. She played a phenomenal role in the implementation of the government flagship programme, the Free Senior High School Programme.

She is also a member of Institute of Chartered Accountant Ghana and holds an MBA from the University of Leicester, UK. She also earned an alumni status from Harvard University when she attended a programme on Public Financial Management in 2005.

She is a team player, very hardworking with good interpersonal and managerial skills. She has the ability to lead people in a way that brings out the best in them in innovative ways. She has good leadership qualities, is results-oriented, reliable and has integrity.

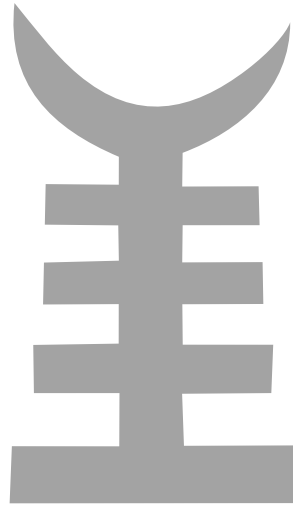
She loves the Lord and is married with three children.







**Transforming Business  
Professional Education**



**The Adinkra symbol 'Akoben'**

**The 'Akoben' is literally translated as 'War Horn', a horn traditionally used by the Akan traditional war Chief to call his warriors.**

**It signifies the readiness of the University of Professional Studies, Accra (UPSA) to promote higher education, by transforming students into graduate who are critical thinkers, confident and have absolute authority in their field of discipline**

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The future belongs to  
those who prepare  
for it...

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