Bridging the Gap between Academia & Industry in Nigeria
Vision

Bayero University shall be a world-class university in Africa, renowned for its excellence in teaching and research, and the quality of its products.

Mission

To provide world-class academic and professional training and community service, and to conduct research for the advancement of society, and to produce high quality human resources with entrepreneurial skills for the development of the community, the nation and humanity.

Core Values

Humility and Sacrifice; Discipline and Commitment; Integration and Internationalisation; Professionalism and Good Governance; Innovativeness and Creativity; Excellence and Best Practices

Motto

“Wa Fawqa Kulli Dhi Ilmin Alim”
“And above every possessor of knowledge, there is the One more learned.” (Q12:76)
The human quest to utilize natural resources and ingenuity to promote a comfortable life, had been responsible for technological innovation and the advancement of civilization. This month's edition reflects a lot of this theme, starting with the cover story. For us in Nigeria, we are a mono-economy unfortunately dependent on a commodity whose price is at the mercy of merciless market forces. In this economic depression, patriotic Nigerians are eager to see engineers and other scientists use their talents to re-start the engine of the economy. This may not happen, unless a mechanism exists for turning the inventions and innovations coming out of the research centres, universities and “garages” into products that meet our everyday needs.

Bridging the Gap between Academia & Industry in Nigeria: Refocusing the Engineering Discipline is the cover story. But the theme is also supported by Accreditation of Academic Programmes Entrenches Quality Assurance and the report by BUK students who went on a Study Tour of The USA on Social Entrepreneurship. They all revolve around meeting the needs of the community and keeping to excellence in teaching, research and community service, goals that BUK is devoted to keeping, upholding and serving as a model to its siblings and younger upcoming institutions.

Other issues featured include staff training, focus on one of the new Faculties (Earth and Environmental Sciences), aesthetics of the human form in terms of beauty, focus on the Centre for Gender Studies and tribute to a rare gem and a true son of cosmopolitan Kano, the late Bursar of BUK, Alhaji Buhari Musa. Truly, he came and saw and conquered all the challenges he met as a youth corps member of Bendel State origin, raising to the position of the State Budget Director! He is proof of the melting pot character of Kano City and society, who welcome all progressively minded patriots who are ready to positively contribute to the upliftment of the society and betterment of the human condition.

The change of baton with a new Director of sports taking over completes the edition. It promises to be an interesting package for the reader, God Willing.
For many years in Nigeria there has been a serious concern over the wide gap between the academia and industry, which many stakeholders saw as the reason for low productivity and poor economic growth. The idea of a gap between research done in academia and its translation into marketable products certainly is not new. What is new are the steps some academic institutions and companies are taking to bridge that gap.

It is in line with the foregoing that the Faculty of Engineering, Bayero Kano organized its 2nd National Conference with the theme: Bridging the Gap between Academia and Industry in Nigeria: Refocusing the Engineering Discipline.

The conference was well attended by professionals and other key stakeholders who extensively deliberated on the ways and procedure to bridge the gap that existed a long time ago between research output in the academia and the industries, particularly the engineering discipline.

The Executive Vice Chairman of the Nigerian Communications Commission (NCC), Prof. U.G. Dambatta in a paper he presented through Engineer G. Waheed titled: Bridging the Gap between the Academia and Industry- NCC Collaborations with the Academia, said currently, Nigerian academia are faced with the uphill task of investment to enable them access sustainable resources: infrastructures, laboratories equipment, training and professional development, research and development (R&D) of prototypes, etc. The industry, according to him which is profit-driven can offer a natural route to maximize the use of innovative ideas of the academia via transfer of technology and to also provide or augment the required investment support to the academia.

He said that fundamentally, the academia should promote multi-disciplinary approach to research and learning within its communities. Furthermore, the academia should develop a vision framework and strategies that identify promising opportunities for collaboration with the industries; cater for long-term and short-term strategic partnerships with built-in flexibility that work best and that will attract fertile collaboration for both parties. He said the academia should address the broad arching framework...
agreement on intellectual property to avoid the acrimony of who owns the patent and provide for regular dialogues, in form of seminars or lectures, that will bring both sides together.

Prof Dambatta explained that the Nigerian academia and industry are finding it mutually beneficial to collaborate, but generally, at the moment the level of collaborations is not sufficient. He said there is the need for Nigerian academia to adjust their system and give credence to proprietary research so as to attract investment from the industries.

One important thing he highlighted was that the NCC has collaborated with the Nigerian academia as part of its corporate social responsibility in many ways which are consistent with the Nigerian Communications Act (NCA) 2003 in infrastructure, research and development and capacity building.

In terms of research and development, the NCC has sponsored projects in order to bridge the gap between the academia and industry in terms of indigenous technological innovations.

The academia and the industry stand a chance of benefitting from one another as Professor Dambatta pointed out that effective collaboration between them would ease the difficulty of investment in the university research through improvising the needed sustainable resources which will ease the academia reliance on government funding.

He pointed out that the academia should encourage multi-disciplinary researches/projects in order to attract proprietary research investors and there is the need for them to develop a cohesive vision framework and strategies that address collaboration barriers which in the long run will attract various industries.

In his paper titled, *Collaboration and Linkages between Government, Industry and Academia: Reversing the Economic Recession*, the Director General/CEO National Board for Technology Incubation (NBTI), Engineer Dr. Mohammed Jibrin, FNSE, GNIM said the aim of government-industry-academia collaboration was to accelerate the economic and industrial development of the country. He explained that the objectives are to harness the talents in the academia towards intellectual contribution to industrial products and processes and to translate viable Research and development (R&D) result into competitive market products.

Other objectives are to encourage a culture of techno-preneurship with the academics and to create investment and generate funds for the university and researchers as well as generate sustainable jobs through all forms of technology transfer, intellectual property acquisition and commercialization.

Engineer Mohammed Jibrin believes that there are collaborative strategies that will yield positive results among the academia, government and the industry. According to him there should be research partnership such as inter-organizational arrangement for pursuing collaborative R&D including research consortia and joint projects and that research services such as the ones commissioned at universities by industrial clients including contract research, consulting, quality control, material testing, certification, prototype development should all be enhanced.

Also, there should be commercialization of intellectual property such as university generated IP and scientific publication through the use of codified scientific knowledge within the industry.

Engineer Mohammed Jibrin also said the critical issue in reversing the recession is increased viable productivity in all the sectors. He said improved viable productivity is fostered through innovative creations, which are the preserve of academic institutions.

The Director General noted that collaborations
between industry and academia presently are very loose. He opined that the government should as a matter of urgency institute the necessary guidelines and enact enabling policies that will usher in an era where industry growth and problem solving are initiated and executed by the universities as they take the lead in a knowledge based economy.

“We must take the advantage of the current economic recession to improve our nation’s local content in terms of goods and services. We must support education at all levels as well as encourage linkage between policy, knowledge and productivity so that the country’s name can be expunged from the list of consumer nations,” he suggested.

Engineer Professor Adisa A. Bello, FNSE, FNIMechE, in his paper Refocusing Engineering Curriculum to Serve Nigerian Industrial Needs: The Role of COREN said the Council for the Regulation of Engineering in Nigeria (COREN) was established by Decree 55 of 1970 and amended by Decree 27 of 1992 to regulate the practice of Engineering profession. He said the law empowered COREN to accredit all Engineering programmes in Universities, Polytechnics and Technical Colleges to ensure that these institutions have adequate facilities for the production of Engineering graduates at all levels.

Engineer Adisa Bello noted that today’s engineer would need to learn many new technical information and techniques and be conversant with and embrace a whole realm of new technologies, but some old problems will still need to be tackled.

According to him, in an industry survey conducted about two decades ago in Canada, a number of significant weaknesses in engineering graduates were pinpointed by industry. Engineering graduates were found to be technically arrogant; lack understanding of manufacturing processes; desire complicated and “high-tech” solutions; lack design capability and creativity; lack appreciation or consideration of alternatives; have a poor perception of the overall project engineering process and have little skill or experience working in teams.

He said in order to address the challenges of the 21st century, it is essential that our undergraduate programmes be reformed. Nigerian universities according to him have been tasked with developing high level man-power required for the country’s development.

In his concluding remarks, Engineer Bello said the input from industry for continuous improvement should not be just limited to employer survey. There should be engagement such as industry advisory system where industry players are invited to give inputs regularly to Engineering programmes. Such inputs should be properly documented and implemented.

Regional and international bench-marking by the university should further be strengthened with international external examiner system or with regular workshops where experts from other countries are invited to share experiences with the faculty staff.

He said the initiative to internationalize Nigerian Engineering qualifications clearly demonstrated the determination of COREN to align with current trends and development in Engineering across the globe and to provide a framework for other African countries in meeting international engineering education qualification standards. He said there was therefore, the need to periodically review and update the BMAS in view of increasing knowledge and changing technologies in the world.

The Director General of the National Office for Technology Acquisition and Promotion (NOTAP), Dr. D.M Ibrahim was highly appreciated for his remark when he said that NOTAP would soon establish an intellectual property centre in Bayero University, Kano to encourage intellectual productions.

The Director General, who was the chairman of the occasion at the opening ceremony, said the conference came at no better time than when the world economy is driven by knowledge and the developed economies depend largely on research and technology. He pointed out that the current economic recession in Nigeria and the continuous fall in the price of crude oil has provided unlimited opportunities for intellectuals to explore various means of revamping the economy through intellectual property.

It should be observed that theme of the conference, Bridging the Gap between Academia and Industry in Nigeria: Refocusing the Engineering Discipline, was a replica of the 1st National Conference held in 2014. This, according to the Chairman, Conference Organizing Committee, Professor Sanusi Sani Adamu, was because “we believe that the challenges highlighted then are still not significantly addressed; the gap still exists”. To improve on the last conference, the conference organizing committee made efforts to reach experts and captains of industry to deliver plenary papers.

This 2nd National Conference, given the quality presentations and deliberations could form the basis of further collaborations between the academia and industry and it is hoped that the gap could eventually be bridged.

Nura Garba is a Senior Assistant Registrar in the Directorate of Public Affairs
The dynamism of modern administration presents such challenges to administrators, especially of the university system, as to avail themselves with skills, techniques and strategies for delivering their set goals, that maybe the reason why Bayero University, Kano is determined to train and retrain administrative staff, observes Mustapha Gide.

Strategising for Result Oriented Administration

The new approach of grooming administrative staff of Bayero University through training and retraining is part of the agenda of the Registrar of Bayero University, Kano, Hajiya Fatima Binta Mohammed since her assumption to office in March 2016. She highlighted from the onset her intention to accord preference to staff development. The first and unique in-house training workshop for the non-teaching staff with the theme: “Enhancing Capacity of Tertiary Institutions Administrators in the 21st Century” was held at the University’s Convocation Arena from 18th to 20th October, 2016. This particular workshop became the opener. Participants were drawn from many nearby tertiary institutions too.

From October 2016, when the Registry Department hosted the workshop to date, many administrative staff were similarly nominated to attend capacity building workshops in Lagos, Abuja, Enugu, Kaduna, Ibadan and such other places, and a significant number were in the list of those going for local or overseas training scheduled in December 2016 and from January to December, 2017.

Precisely, the in-house capacity building training hosted by the Registry Department and the one I attended from 21st to 25th November, 2016 at Chesbury Hotel, Abuja with the theme: “Time Management for Lecturers and Administrators in Tertiary Institutions” captivated my attention to become aware that Bayero University accepts nothing but 100% result oriented administration in the University. The Abuja workshop convened by the Institute for Corporate Managers and Human Development has undoubtedly boosted the administrative capacity of the participants more especially with the excellent presentations of Mr Bulus James of Rockledge Consulting, Abuja.

I thought it useful to review the papers presented during the Abuja training workshop to further acquaint and refresh myself with the vast knowledge and to share with those colleagues and other administrative staff rising through the ranks in the administration of the tertiary institutions.

The capacity building conference with theme: “Time Management for Lecturers and
Administrators in Tertiary Institutions” had the following sub-topics:

1. Personal Effectiveness and Time Management for Tertiary Institutions:

The session aimed at enabling participants to manage and administer the affairs of their respective offices effectively. It has to do with the ability to manage oneself effectively, the ability to achieve set goals in one’s career, the ability to deliver quality service, exceed target and beat deadlines.

It is all about exploiting the personal resources such as talents, energy and time to accomplish the best result in the administration of tertiary institutions. The key factors in personal effectiveness include time management, goal orientation, mentoring programme and relationship management. The end results include integrity and discipline, continuous improvement, thinking time, record/information management etc.

2. Leadership Skills, Integrity and School Image:

The paper focused on ethical regime which is a set of standards to govern the conduct of staff member and a system to administer those standards. The ethical regimes are made up of three components, a general code of conduct, which outlines expected behaviour of school administrators; formal and specific ethics rules detailing requirements necessary to fulfil such a code, including financial disclosure guideline; and a regulatory institution to enforce those rules and advise tertiary institutions on conduct issues.

The session highlighted the integrity issue, which is the quality of being honest and having strong moral principles and moral uprightness. It is the state of doing the right thing at all times and in all circumstances, whether or not someone else is watching.

The paper further highlighted issues pertaining leadership from values and beliefs, ethics and character, knowledge and skills, authority and integrity. Leaders with integrity are consistent, honest, moral and trustworthy. Leaders having integrity develop nine qualifications. They support the team even under pressure; they take responsibility for their problems; they help others without expecting something in return; they live by their principles when given power; they treat low-level employees with respect; they don't waste their free time; they surround themselves with peers, who push them to be better; they don't pretend to know everything and they welcome valid criticisms.

3. Effective Corporate Communication in Achieving Target Results:

Communication is simply the activity of conveying meaningful information which requires a sender, a message, and an intended recipient. The Corporate Communication entails internal communication, i.e. the communication within corporate organisation and external communication i.e. the communication between different corporate entities. Effective communication is a two way process – sending the right message and to the right people. One needs to understand the psychology of the people one is interacting with for communication to be effective. So, it is necessary to know the circumstances of the counter entity.

The session highlighted corporate communication which makes use of different types of mass media with various components including proactive communication planning, advocating communication strategies and tactics, image branding and reputation, lobbying for favourable stances for the organisation etc. Effective communication as a whole entails completeness, conciseness, consideration, clarity, concreteness, courtesy and correctness.

There are various aspects pertaining corporate communication such as branding of products and services, counselling and advising senior executives, managing issues and responding to crisis situations, lobbying for favourable stances for the organisation, organisational image creation and maintenance,
serving the information needs of internal and external audiences and many more responsibilities.

4. Expanding Roles and Responsibilities in Secretarial Administration

The paper dealt with secretarial administration with emphasis that it is the pillar of success and survival of every result oriented organisation. It is necessary for the secretarial administration to have deep understanding of the corporate goals and objectives. This entails that people at the administration, in addition to possessing the general knowledge; they have to acquire specialised skills and multiple competences as extensively discussed during the workshop.

It is pertinent to note that the advent of ICT has revolutionised the role and responsibilities of secretarial administrators. In fact, some of the ICT tools used for effective and efficient service delivery include Executive Support System (ESS), which provides large amounts of information quickly and in graphical form that helps effective decision making, Decision Support System (DSS) is used to collect data, analyse and shape the data for making sound decisions. Office Automation is used to digitally create, collect, store, manipulate, and relay office information needed for optimum service delivery. Web Portal is used to serve the general public with the organisation's services and relevant information. Online services can be used to do so many things including electronic transfer of funds. One can also check account balances and make purchases of goods etc online.

The traditional roles of secretaries consist of protecting organisation's secret and confidentiality, writing of official letters, memos, minutes of meetings, reports and speeches, typing of documents, mail handling, telephone operation, record keeping, handling visitors etc.

5. Report Writing, Minutes and Record of Minutes

The workshop critically examines different types of report with emphasis on the requisites of a good report consisting factuality, clarity, completeness and conciseness. It provides detailed explanation on how a report should be able to ask and answer who, what, when, where, why and how.

Communication in an organisation can take a number of forms: including formal and informal, internal or external. In each situation, one gives or receives information relevant to the organisation.

The minutes should record the following: the name of the organisation or committee, the expected and actual participants, the date, time and venue for the meeting, name of the person who chaired the meeting, the objectives-agenda of the meeting, the key points, opening and closing prayers, persons who moved and supported the motion for adjournment, the opening and closing time.

The actual format of minutes include: name of organisers, nature of meeting-regular or emergency, date, venue and time, attendance and absentees, opening, agenda, minutes of last meeting, matters arising, reports of individuals, groups, committees etc, New issues, next meeting, announcement, closing, adjournment (movers and supporters).

6. Effective Information, Document Administration, Records Management and Confidentiality

The session dwelled on a number of issues on the subject matter. It specifically dealt with the information management, records management, what an official record is, what transitory record is, when a transitory record may not be deleted, how and where to save an official record, documentation and confidentiality.

The new computer technology had brought a revolution in information handling. In fact, information stands to be the central requirement of management. Decisions taken would be subject to the information available and as such the better the information the better the decision and the more effective as manager. One of the skills managers need to have is the ability to assess the usefulness of information that is relevant, accurate; sufficient and the one with timeliness.

The session highlighted the purpose of information in an organisation, which aims at ensuring operational control, motivation of individuals and groups, operational planning and strategies etc.

7. Administrative/Management Skills Development and Managing Your Boss

The paper begins with the general administrative theories of what managers do and what constitutes good management practice. It captured the theory of Henri Fayol (France), which highlights the fourteen principles of management: Fundamentals or universals of management practice and the theory of Max Weber (Germany), which deals with the concept of bureaucracy that specifies the ideal type of organisation, characterised by division of labour, a clearly defined hierarchy and detailed roles.

The Fayol's administrative theory provides five elements of management, objectives of planning, organising, command, coordination and control. They are the same with the traditionally known elements of planning, organising, staffing, directing and controlling.

Mustapha Gide is a Principal Assistant Registrar at the Directorate of Public Affairs
Accreditation of Academic Programmes Entrenches Quality Assurance

National Universities Commission's accreditation teams visited Bayero University recently to accredit 25 academic programmes. Nura Garba x-rays the importance of accreditation exercise which is geared towards ensuring quality assurance in Nigerian universities.

Accreditation in universities be it institutional or programme, is a way of examining the state of the institution in relation to where it ought to be. It is a quality assurance process. It is the primary means by which universities and programmes assure quality to students and the public.

According to the National Universities Commission (NUC), quality assurance is a key component of successful internationalization; a mechanism for building institutional reputation in the competitive local and global arena and a necessary foundation for consumer protection.

Accredited status is a signal to students and the public that an institution or programme meets at least minimal standards for its faculty, curriculum, student services and libraries.

In Nigeria, the federal government through the Ministry of Education and the National Universities Commission (NUC) sustain a cooperative relationship whereby government relies on them to confirm the quality of institutions and programmes.

Recently, accreditation teams from NUC came to Bayero University to accredit 25 programmes. In all the programmes visited, the teams emphasized that they came purposely to look at the programmes thoroughly with a view to making thorough assessment and proffer solutions in order to ensure quality assurance in teaching and learning.

According to the Director, Physical Planning, Professor Bala Sidi Aliyu, whose directorate facilitated the exercise, said the NUC teams came for newly matured programmes that were earlier had resource verification and also the programmes that had interim accreditation.

The programmes for new accreditation are: Banking and Finance; Entrepreneurship; Public Administration; Linguistics; Anatomy; Physiology; Mechatronics; International Relations and Criminology.

The programmes that had interim accreditation in 2014 and visited now are: Business Administration; Agriculture; English Language; Islamic Studies; Physiotherapy;
Adult Education; Special Education; Agric Engineering; Law; Biology; Physics with Electronics; Economics and Mass Communication.

The NUC had earlier established Minimum Academic Standard (MAS) for all academic programmes in line with its policy for the accreditation of academic programmes. In 2004, the NUC mandated Professors to review the minimum academic standard which led to the establishment of BMAS for all disciplines. Since 2007 it has been used for accreditation. The aim of the commission is to ensure quality assurance in the standard of courses taught at federal, state and private universities.

The Director of Academic Planning, Professor Bala S. Aliyu explained that universities must fill a self study form for all the programmes to be visited and that the form forms the basis for accreditation. The form contains the information of the university itself, the programme being visited, including its history, general administration, academic content, students and staff, e-library and facilities.

According to him, the panel assigned for each programme will study the self study form and see whether it has complied with the NUC's BMAS. He said the panel will write a report including the scores using different templates for accreditation. The report is presented to the Vice Chancellor excluding the scores, while the full report including the scores will be presented to the NUC. The panel's report includes recommendation on whether a programme gets Full Accreditation, Interim Accreditation or Denied Accreditation.

The Director, Academic Planning noted that any programmes with Full Accreditation status will have accreditation validity of 5 years and that programmes with Interim are to be revisited after 2 years.

Similarly, programmes with Denied Accreditation will result in an immediate ban on student admission and certificates issued to candidates that offered the programme after the ban will not be recognized. Even after graduation, candidates who completed the programme after the ban will not be called to NYSC.

The good news is that in Bayero University, there had never been programmes with Denied Accreditation Status.

During the visit to Bayero University, the Vice Chancellor, Professor Muhammadu Yahuza Bello said the University always welcomed accreditation of its programmes because the exercise is a peer review mechanism aimed at ensuring quality and standard in the teaching and learning.

There is no doubt that the quality of higher education determines the quality of human resources of a country. One of the major objectives of the universities is to produce a qualified, skilled
and globally competent workforce for the labour market of business and industry, which is a critical factor to national growth and development. Since no nation can develop beyond the quality of its higher education.

Prof. Aliyu added that accreditation is a process of self-study and external quality review used in higher education to scrutinize an institution and/or its programmes for quality standards and need for quality improvement. The process is designed to determine whether or not an institution has met or exceeded the published standards. It is the establishment or of the status, legitimacy or appropriateness of an institution, programme or module of study.

When another batch of NUC team came on Monday, 5th December, 2016, the NUC representative, Professor Tanimu Abubakar said before the Vice Chancellor and members of the Faculty of Basic Medical Sciences that the team did not come for witch-hunting exercise but their mission was part of the assessment to standardize the system through objectivity and fairness.

Also speaking, Mr. Obi Ukwuagu expressed gratitude to the university for the warm reception accorded to the team and maintained that they were in the university for quality assurance mission. He said they came to correct the deficiencies in some key areas in order improve.

According to the Vice Chancellor, Bayero University took accreditation as positive step to make amends and improve. He explained that when you do good things alone, you need the third party to assess and give room for improvement.

We assure you that we will do well to improve on the areas of deficiency because we owe the Nigerian public to produce the best candidates that will serve the country better,” the Vice Chancellor said.

It is worthy of note that during the last comprehensive accreditation exercise in 2014, 46 programmes were visited out of which 34 got Full Accreditation Status and in this accreditation exercise the remaining 12 that got interim accreditation were visited.

Based on the exit reports presented to the Vice Chancellor, Professor Muhammad Yahuza Bello, the panelists there are strong indications that Bayero University has done an excellent job in improving access and quality of teaching and research. Despite some few deficiencies the university has to work on.

Indeed, quality assurance should be a continuous process aimed at encouraging attitude change and teamwork and the inculcation of a value that acknowledges the student as the best judge of quality deserving the best possible service.
A vibrant new Faculty of Earth and Environmental Sciences (FEES) devoted to careful husbanding of our environment has debuted and Mustafa Ibrahim reflects on the philosophical underpinning its vision and mission, as well as its unique selling points.

Uniqueness of the Faculty of Earth and Environmental Sciences

It is human to appreciate a beautifully maintained environmental landscape, especially dotted with manicured lawns, flower beds, walkways, foul odor free drainages, complemented by freshly painted buildings and dust-free road networks. Unfortunately, such scenarios are rare in our country except in Government Houses, some parts of our tertiary institutions, parts of old GRAs, and a few government MDAs or privately run housing estates. What a great pity.

The truth is that man is his environment. The environment is metaphorically, philosophically and physically the womb that nurtures and sustains humanity. At a micro level, one could re-phrase a well-known adage into, “show me your environment, and I will tell you who you are” and one will not be far from the truth. The tidiness and attention paid to the environment most times is a reflection of the mind of the people interacting with it and it tells a lot about their state of organization and preparedness in life. My guess is, a proper scientific research would easily find a high correlation between tidiness of any environment and a higher level of sanity, sense of purpose and level of achievement of a person, community and a country. At a global level, threats of global warming and climate change, resulting in desertification and disruptive weather have focused minds on the need to amend our misuse and neglect of the environment.

Since the return to civil rule in 1999, Nigeria as a nation and patriotic Nigerians are unanimous in the spirited efforts they are making to turn round the fortunes of our dear country. The setting up of the Faculty of Earth and Environmental Sciences (FEES), by Bayero University can be considered part of this national (and global) effort to get things right, by providing the manpower needed to manage the fragile environment. It was of course partly informed by BUK’s vision of a balanced university as it matured after about 40 years of existence; offering both humanities, social sciences along with life and physical sciences.

FEES is lucky in three unique aspects. First, as a green field faculty, it avails itself of modern teaching technologies such as learning boards, projectors and abundant classes along with other physical infrastructures, with low teacher to student ratios. To a lesser extent, the Faculty of Education, an older Faculty also had the benefit of a brand new “space” with fully equipped building; similar with faculties of Law and Communication.

Second, FEES is automatically challenged to be a pace setter in maintaining a scenic environment that must be second to none, even better than its neighbor, the Faculty of Agriculture. Given the attention so far devoted to landscaping and horticulture, it is set to show its sibling in terms of new buildings and scenery, the Faculties of Education, Law and Communication how things ought to be. It has gone about landscaping and beautification with a sense of dedication equal to none.

Third, and more importantly, it has set for itself very lofty goals, in the best academic traditions of the globally rated Universities – the like of which has not been seen in BUK. In having clearly articulated vision, mission and strategic goals. I stand to be correct, if others have these, they are not heard or articulated so publicly, the nearest might be FCSIT and Dentistry as articulated in their annual reports. This means FEES is committed and can be held accountable to achievement of the goals. It is a tribute
Looking back Prof. Tanko explained that, “the central philosophy of our programmes at both undergraduate and postgraduate is derived from the principle that there is a dynamic interrelationship between man and his physical, socioeconomic, cultural and political environment which is ever changing”. Based on that philosophy, he added, the following were the objectives of all the programmes:

I. To develop in depth understanding of the natural and socioeconomic elements and processes of the environment;

ii. To enable graduates acquire and apply appropriate research skills and knowledge of the Man-Environment relationships in a way that development will be achieved in harmony with the environment;

iii. To provide high level manpower training in different specializations for national development;

iv. To enable graduates acquire appropriate field science skills for both their self and community; and

v. To develop ability for critical judgment through a broad knowledge of theoretical and practical issues within the broad traditions of Earth and Environmental Sciences.

According to the new Dean, Dr. Dr Abdullahi Arabi Suleiman six Departments offer the following undergraduate programmes: Architecture, B.Sc. Architecture; Environmental Management, B.Sc. Environmental Management; Estate Management, B.Sc. Estate Management & Valuation; Geography, B.Sc. Geography; Geology, B.Sc. Geology; Quantity Surveying, B.Sc. Quantity Surveying; Urban & Regional Planning, B.Sc. Urban & Regional Planning.

One PGD and two masters are offered at postgraduate level for now but Geography department also offers PhD: Postgraduate Diploma (PGD) in Land Resources (in three Specialisations) – Environmental Management, Land Administration and Soil Evaluation. Then there is M.Sc. Land Resources (in two specialisations) - Land Administration, Land Development; then M.Sc. Geography (in seven specialisations: – Physical Geography, Human Geography, Development Geography, Environmental Management, Population and Development, Climate Change and Development. Geographical Information System. Still under Geography, there are PhD (& or M.Phil.) in various specialisations.

The FEES Strategic Plan for 2016 – 2020, as mentioned earlier is exciting and a worthy example and model. Its Vision: The Faculty aspires to be amongst the best in Africa with the reputation of high quality teaching, research and community service in Earth and Environmental Sciences and in harmony with the culture and tradition of the Bayero University's host community. Its Mission: The Faculty will work to produce effectively and entrepreneurially educated graduates that are attuned to the demands of contemporary societies in terms of employability, self-esteem and dependability and whose knowledge and skills on earth and environmental matters would enhance environmental management and discoveries of earth resources that would accelerate community and nation building using information and communication technology as a tool.

The Strategic Goals and Actions articulated in the 2016 – 2020 strategic plan are as follows:

1. Facilitate the growth and development of all the Departments in the Faculty of Earth and Environmental Sciences.

   Action Plan
   a. Continue the recruitment of high quality academics with PhDs and others with high potentials to excel in their particular areas relevant to the departments;
   b. Develop regular and transparent mechanisms for staff development with international base;
   c. Ensure that Departments give appropriate attention to quality, probity, diligence and transparency in the conduct of their affairs;
   d. Develop in each Department an efficient system for monitoring progress in searches and retention based on accepted best practice.

2. Evolve and sustain culture of exiting intellectual
environment by providing opportunities for dialogue and engagement.

Action Plan
a. Devise ways to foster constructive dialogue on intellectual issues amongst members of staff, students and other academics within and other universities;
b. Promote intellectually rewarding interdisciplinary collaborations amongst academics in the Faculty and the University at large;
c. Create and sustain positive culture of constructive engagement, mentoring and partnership for effective development;
d. Encourage the culture and tradition of mutual respect, positive aspiration and functional relationship amongst staff and students.

3. Create and work with appropriate student/lecturer ratio for enhanced academic quality and value.

Action Plan
a. Continue to recruit more academics with relevant teaching and research experiences;
b. Maintains the admission of sizable number of students that can be adequately catered for by the provisions of staff and facilities in the Faculty.

4. Ensure conformity with requirements of national agencies and professional bodies towards teaching, research and community service in the Earth and Environmental Sciences.

Action Plan
a. Observe and abide by the provisions of Bench Mark Minimum Academic Standard (B-MAS) as provided by the National Universities Commissions (NUC) as they apply to all the programmes in the different Departments;
b. Register with and work within the stipulations of the different professional bodies that regulate the activities of the different professional programmes;
c. Give special recognition to and publicize academics who receive distinguished academic/professional awards and honors from their peers.

5. Create and sustain culture that ensures high productivity in areas of the overall areas of academic excellence and community service.

Action Plan
a. Ensure that all Departments evolve and develop robust forms of teaching, research and assessments of students at all levels;
b. Strengthen the Faculty's resources for instructional support, through integrated efforts of all members and to develop their abilities to access new knowledge and “best practices” to continue to be effective academics.
c. Recognize and celebrate in new ways pedagogical innovation and strong teachers who are responsive to students and rigorous in their approach to teaching.
d. Ensure that the leadership in the Faculty (i.e. Senior Academics, Deanery and HODs) communicate clear expectations about the importance of teaching and mentoring, and that they hold programmes and individual staff members responsible and accountable for demonstrating teaching effectiveness (e.g., rewarding excellent teaching in resource allocations).
e. Ensure that senior academics remain actively involved in and committed to teaching and mentoring young academics and students over their careers.

6. Work towards increased demand for professional training in all the fields of Earth and Environmental Sciences.

Action Plan
a. Develop coordinated sets of core competencies in all professional areas with a view to attracting young men and women into the different areas;
b. Create a series of common intellectual experiences within the Plan Period [2016-2020] to evolve core competencies, including living-learning programmes and formal coursework;
c. Have Departments to continue to reassess their programmes and make appropriate revisions in their courses and course requirements to realize core competencies in ways that are attractive to all professionals;
d. Encourage students to cross programme boundaries in pursuit of their educational goals, and encourage Department to reduce the inherent difficulties (posed by existing constraints).

7. Prepare students of the Faculty for a changing world and for strong engagement as effective citizens and change agents.

Action Plan
a. Create curricular and non-curricular opportunities such as international visits/internships, global service learning, and experiences for students of the Faculty;
b. Devise appropriate mechanisms through which international students will be attracted to the Faculty either on full or part-time basis;
c. Ensure that academics participate and get involved in international programmes (including study abroad on exchange basis or split-sites arrangements) and are sufficient to promote and sustain high-quality educational experiences for students;
d. Create and sustain inter-university collaborations with top-tier universities abroad in order to foster two-way flows of students.

Mustafa Ibrahim is a Principal Assistant Registrar in the Directorate of Public Affairs
Is Beauty in the Eyes of the Beholder?

It is our nature to admire “beauty” especially when it comes to the choice of a marriage partner but we hardly know that even the most beautiful ladies on earth are asymmetric to some extent going by a study report heard by Mustapha Gide during CHS lecture series.

“Facial Asymmetry: The Beauty or the Beast Choice? A Study of the Hausa 3D Facial Models” was the topic of the presentation. It was an interesting lecture presented by the Head of Anatomy Department, Faculty of Basic Medical Sciences, College of Health Sciences, Bayero University, Dr. Anas Ibrahim Yahaya on 1st December, 2016 at Mahmud Tukur Theatre, Old Campus. The presentation was part of the lecture series being rotated among Faculties in College of Health Sciences. The study demonstrated the differences in terms of dimensions between the two halves of the human faces basically called facial asymmetry (as in Figure 1). Even among the most beautiful women or handsome men, facial dimensions of left side differ from those of the right and may be significant even if the difference is negligible.

Nature seems to give liberty to individuals in choices. Naturally, people admire beauty most especially when it comes to the choice of the marriage partner, even though an adage says “Beauty is in the eyes of the beholder.” Many people, however, give preference to beauty in the choice of girl friend, wife, house, car etc. The paper precisely aimed at determining how much role the differences between sides of the Hausa faces (facial asymmetry) play in human mate choice. The literature indicated three type of asymmetry with regards to sizes (of paired structures e.g. ears and eyes) or positions of internal organs (e.g. liver and heart).

The presenter informed the audience that asymmetry occurs everywhere in the human body including the face, and all the three type of asymmetry may co-exist in the face or elsewhere in the human body. The first type of asymmetry is: fluctuating asymmetry (FA), which is subtle but random differences in sizes of paired structures (e.g., ears/eyes), and this occurs as a result of environmental stresses (e.g. low socioeconomic status, diseases, etc). The second is: Directional asymmetry (DA), a situation in which a structure is consistently larger on one side in a population. (e.g., liver is always larger in the right side of the abdomen than its portion in the left in all humans). Similarly, human heart is always larger in the left side of the chest than its portion on the right.

This type of asymmetry is genetic but may be due to handedness (using one side more than the other).
Antisymmetry is when for example out of 100 people, 50 people have their right eyes larger than the left ones and the other 50 have their left eyes larger than the right ones.

In general, the quantity of asymmetry differs between individuals and between sexes of the same tribe or race; and also differs between tribes and between races.

The researcher studied the faces of 426 pure Hausa subjects in Kaduna and Kano (215 males, 211 females) aged 18 to 25 years and asked 179 (81 females, 98 males) subjects (aged 18-25 years) to rank only 48 faces (24 males, 24 females) with both least and high facial asymmetry values. The materials used include Exascan surface laser scanner/demographic questionnaire, laptop, Geomagic software 12 (for the scans manipulation), & R-Software for the analyses. However, male subjects ranked female faces and vice-versa. Repeatability was excellent & measurement error was very minimal (for both inter and intra-observer).

The question is, are there distinct benefits or favours enjoyed by people with extreme beauty? Yes, according to his presentation, Dr Anas mentioned that people with attractive faces tend to attract distinctive benefits; they are treated more positively; they pay lower bail; they tend to have reproductive successes; longer life; having more dates; they get more quickly employed; they receive lesser punishment in schools; they get higher grades in universities and colleges; they are most frequent allies for friendship and they are gazed at for longer even by infants.

One would wonder if the beautiful faces are purely symmetric, making them more attractive and having more favours and other benefits in the society.

It is at this point therefore, the paper presenter pinpointed the aims of the research which was to quantify facial asymmetry of a Hausa sample population, create symmetric faces of Hausa people and to rank faces of the Hausa population.

The objective of the research was to determine if individuals with facial symmetry are most attractive, most caring, most likely as marital partners (the beauty choice) and to determine if individuals with greater facial asymmetry are most aggressive (the beast choice).

The presenter pointed out that one of the benefits to be derived from this study in our community is to do with human mate choice and long term partnership, and possible reduction in the number of divorcees in Kano state and in Nigeria as a whole.

At the end, the results of Dr Anas study and others, it was discovered that facial symmetry is highly correlated to attractiveness which supports the hypothesis that symmetry and attractiveness are inter-related. He further argued that the preference of facial symmetry by both men and women has an evolutionary advantage to identify mates with higher phenotypic and genetic quality which are markers of general health.

Consequently, the study indicated that the choice of persons with facial symmetry as marital partners may be due to direct benefit of high quality genes transfer to future offspring as a means for survival, which in essence, is a high parental investment ability of the facially symmetrical individuals.

The researcher, however, concluded that since both symmetric and asymmetric male and female faces were preferred by the people in general it means that “Beauty is truly in the eyes of the beholder.”
Centre of Gender Studies Bayeoro University Kano, has achieved a lot in its one year of existence in the opinion of Abubakar Yusuf.

**Centre for Gender Studies (CGS)**

**Enhancing the Capacity of Women**

The Centre for Gender Studies, Bayeoro University Kano, was established in 2015. It strives to build a knowledge base for the improvement of the situation of men, women and girls by analysing their specific problems, needs and interests. By creating knowledge for bridging the understanding gap, the centre hopes to examine societal norms and expectations regarding the place of women and men as well as their functions in the society. The centre shall explore strategies of empowering the disadvantaged people within their families, which are the foundation for building communities, peace and consolidating the development of Nigeria. This would be done through advocacy, inclusiveness, capacity building and skills acquisition. Multidisciplinary in nature, the Centre is working with other centres, various Departments in the University to enhance research and the teaching and training of students and other members of the society on issues related to gender. The management of the Centre was appointed in January 2016 and activities started in June 2016.

The Director of the Centre, Professor Aisha Abdul Ismail, told BUK Today that the vision of the centre is to be a centre of excellence for the study of gender, that recognises the significance of education and promotion of gender sensitive policies and high quality research to enhance the sustainable development of the nation. While its mission, according to her, is to establish and develop a highly effective and proficient centre for multi disciplinary research, teaching, training, advocacy and policy on issues affecting women and men in compliance with the dominant ethics of Bayero University environment and the sustainable development of Nigeria. She said some of the objectives of the Centre are to serve as a think tank by creating avenues for interdisciplinary research and training in matters relating to gender, to encourage women to acquire knowledge and skills that will enable them to actively participate in the economic, social, political, religious and other aspects of the nation's affairs; to enhance the capacity of students for an in-depth gender analysis from various dimensions and disciplines and also to promote the development of a well articulated curricula in the areas of Political Science, Law, Sociology,
Medicine, Language, Communication, Economics, and Management. Education and related courses having bearing on gender and gender related issues.

“Others Objectives of the Centre include to nurture and sustain an international journal on gender studies and research; to provide an umbrella for policy formulation, monitoring and evaluation as well as engagement in the area of gender; to work with groups engaging in alternative dispute resolutions within communities; to develop teaching materials that will enhance graduate research and undergraduate teaching in the University; to convene an interdisciplinary network of scholars and advocates on gender and related topics and to create a partnership with governments, Non-Governmental Organisations, (NGO’s), faith based organisations and development partners for promoting gender equity as well as measuring accountability,” the Director added.

Professor Aisha Ismail listed some of the achievements the centre recorded during the last one year of its existence. Some of the achievements, according to her, include submitting a research proposal to the Tertiary Education Trust Fund (Tetfund) in April 2016. “Moreover on June 20, 2016, the Centre organized an Agenda Setting Round Table Discussion to generate inputs from stakeholders to enable the centre to achieve its set aims and objectives. Also, the Centre, on Monday October 31, 2016 organized a Round Table discussion on the Gender and Equal Opportunities Bill 2016 before the National Assembly. Stakeholders discussed on the bill and came out with suggestions and recommendations in preparation for a public hearing on the bill. Prof. Ousseina Alidou from Rutgers University, USA participated in the discussions. A memorandum was submitted for the Public Hearing on Friday December 9, 2016 at the Senate Conference Hall but was not presented because it was adjourned sine die due to lack of a quorum.” Professor Ismail further explained.

She said among the success recorded by the centre was the hosting of its first public lecture titled Islam on Gender Based Violence, held on Monday July 25, 2016. The lecture was presented by Dr. Mansur Isa Yelwa of the Department of Islamic Law, Faculty of Law, Bayero University, Kano. According to her as part of successes on Saturday October 8, 2016, the Centre in collaboration with the Aminu Kano Centre for Democratic Research and Training, Mambayya House and Nigeria Stability and Reconciliation Programme (nsp) organized and hosted a one-day Policy Dialogue on Strategies for Preventing Violence Against Women and Children in Kano State. The International Day of the Girl-Child with the theme Girl-Child Education, Peace and Nation Building was celebrated with some support from nsrp/WPS-N/ SWODEN on Tuesday October 11, 2016. Hajiyia Madinat Sani Lawan and Hajiyya Zainab Abba Gwadabe made presentations on the importance of Girl-Child Education and the consequences of not educating the girl-child. Both in-school and out-of-school girls were invited from around the University campus. That was only one of the many achievements by the Centre according to the Director.

“The Centre in collaboration with the Organisation for Community and Civic Engagement (OCCEN) organised and hosted a Democracy Town Hall Meeting with the theme: Strengthening Young Women Participation in Politics on Tuesday, October 25, 2016. Presentations were made by the Honourable Commissioner Hajiyia Yardada Maikano, ably represented by Hajiyia Kubra Dankani, Director Women Affairs, Ministry of Women Affairs and Social Development; Hajiyia Maryam Mansur Yola, Department of Nigerian Languages also representing the Peoples' Democratic Party (PDP) and Hauwa Ibrahim El-Yakub, a Civil Society advocate. Female politicians, the youth, media practitioners, lawyers and representatives of civil society organisations made up the participants. On Tuesday, December 6, 2016, the Centre in collaboration with The Kukah Centre organized a National Conference on the theme Matasan Arewa: Me Kuke So? (translated as: what does the Northern youth Want?): A Conference for Northern Youth. The participants at the conference were drawn from Northern States across gender and faith,” Professor Ismail said.

The Director said some of the challenges facing the Centre were financial constraints as it has no source of funding other than the University grant, which serves as overhead. This affects the Centre’s effective implementation of its action plan. The Centre currently depends only on the power supply from the electricity distribution company. It lacks any alternative source of energy. This affects the smooth running of its day to day activities. The Centre has not been connected to municipal water supply. To maintain the cleanliness of the building and the watering of the plants we need continuous water supply. She also said some of the problems facing the Centre aretht the Centre does not have sufficient journals, books and computers to equip its resource centre with both off line and online materials. “There is the need for Research Fellows to enable the achievement of the research, training and knowledge transfer objectives of the Centre.” She concluded.

Abubakar Yusuf is a Senior Assistant Registrar, Directorate of Public Affairs.
Sani Muhammad and Khadijat Audi from BUK sit (2nd and 3rd) on the left of mentor Dida, with other participants at Ashoka, in Washington DC.

Sani Muhammad and partner, Marian Tan Dina from Mali, during a presentation to business experts at California State University.

Sani Muhammad presenting a souvenir on behalf of the BUK VC to the host institution Programme Director, Mrs Diana Parks.

Sani Muhammad and partner, Marian Tan Dina from Mali, during a presentation to business experts at California State University.

BUK Team members, Sani Muhammad and Khadijat Audi (4th and 5th from right, sitting) and the other members of the tour team from other countries, with their certificates presented to them by the United States State Department.

Khadijat Audi poses with Ms Margaret at the US State Department at the end of the programme.

Sani Muhammad poses with Ms Margaret at the US State Department at the end of the programme.
Representative of Alfajr Foundation Sheik Islam Raafa delivery his address at the occasion.

Dean Faculty of Arts and Islamic Studies, Professor Jibril Hamma Yola delivering his address at the occasion.

From right, Aisha Ahmad Abubakar receiving her certificate from Dr Usman Sani Abas, Deputy Director Documentation (left) during the occasion.

From right, Aisha Ahmad Abubakar receiving her certificate from Dr Usman Sani Abas, Deputy Director, Documentation (left) during the occasion.

From left Sheikh Muhammad Isah, Alfigr Foundation, Egypt presenting a certificate to one of the participants.

Participants pose for a group photograph at the end of the occasion.
Team leader Professor Yusri Bin Yusof signing the visitors book during the visit.

(From right) Representative of Vice Chancellor, Deputy Vice Chancellor (Academic) Professor Sagir Adamu Abbas, Deputy Vice Chancellor (Administration) Professor Adamu Idris Tanko and Dean Bayero Business School Professor Murtala Sabo Sagagi during the visit.

(From left) Representative of Vice Chancellor Professor Sagir Adamu Abbas, presenting a gift to the team leader, Professor Yusri Yusof.

(From left) Team leader Professor Yusri Yusof, who is the Director International office of University Tun Hussein Onn Malaysia and Dean Centre for Graduate Studies Professor Ismail

(From left) Representative of Vice Chancellor Professor Sagir Abbas receiving a gift from the team leader, Professor Yusri Yusof

Representative of Vice Chancellor Professor Sagir Abbas (center) in a photo group with officials of UTHM and BUK management team.
DG NOTAP, Engr. D. M. Mohammed delivering a key note address

From right, Representative of NCC Executive Vice Chairman, Engr. G. Waheed, Deputy Vice Chancellor, Admin, Prof. Adamu Idris Tanko and DG NOTAP, Engr. D. M. Mohd

A cross section of dignitaries at the high table during the conference

Dr. Aminu Idi (1st left) explaining the Steam Distiller machine

DG NBTI, Engineer Mohd Jibrin (centre) displaying one of the equipment

A group photograph of dignitaries and LOC members
SyWAL Harps on More Researches in African Languages

Universities and Research Institutes around the globe were challenged to presenting researches on the widely spread languages of Africa for more researchable areas to be discovered on the languages of that phylum. The Head of the Symposium Organisation on West African Languages, tagged SyWAL 2016, organised by the Department of African Studies, University of Vienna, Austria, Professor Norbert Cyffer, disclosed at the opening session. He called for a deeper look into the languages to develop vital aspects of them particularly the phonology which received less attention. He said since the initial efforts made on the typology of African languages by Joseph Greenberg and some scholars, many more aspects are yet to be researched. Professor Firmin Ahhoua, Technical Adviser to the Minister of Water and Forests of the Republic of Cote D'Ivoire, compared the African languages to the proverbial “elephant” and the “mouse” in terms of the amount of researches made on the languages.

SCE Holds Orientation for Fresh Students

The Department of Humanities of the School of Continuing Education (SCE) on 29th October, 2016, held an orientation exercise for its fresh students. The Head of Department of Humanities, Dr. Salihu Lawal Malumfashi, assured them that Bayero University was committed to quality, disciplined and hardworking students. Dr. Malumfashi advised them to be of good behaviour and to dedicate themselves to their studies, saying that the orientation is meant to acquaint them with the general information about the school, the department as well as to inform and sensitize them about the rules and regulations of the school.

Collaboration Between BUK and University of Oriental Studies, Italy Now Stronger

Bayero University, Kano and University of Oriental Studies, Naples have renewed and strengthened their Memorandum of Understanding (MoU), first signed in 2007, after recording major achievements in various areas of academic collaborations, staff and students exchange, publications and bi-annual conferences as well as research collaborations. Dr. Aliyu Mu'azu and Dr. Yakubu Magaji Azare of Bayero University were invited by the University of Oriental Studies, Naples, for a one month visit, during which they participated in research and teaching of African Languages and Culture and they made several presentations on African Languages, particularly, Hausa, and gave daily lectures on the Hausa Language, Literature and Culture. This is apart from reviewing, editing a bi-lingual dictionary of Hausa-Italian and Italian-Hausa as well as other areas of the collaborations contained in the MoU.

Tambuwl Challenges Nigerian Scholars on the American Election

The Governor of Sokoto State, Alhaji Aminu Waziri Tambuwal, has urged Nigerian scholars to analyze the implication of the Donald Trump presidency for Nigeria and black Africa in general, saying the outcome of the election against predictions and opinion polls is part of the dynamism of politics. During a two-day National Conference on 9th November, 2016 organized by Aminu Kano Centre for Democratic Research and Training, Mambayya House with theme: The Dynamics of Democratic Practice in Nigeria 1999-2015, Alhaji Aminu Tambuwal said that “democracy could only thrive where the three arms work together for the development of the country.”

Accounting Department Vows to Help Nigeria End Economic Recession

The Account Department of Bayero University and Accounting Finance Research Association (AFRA) have expressed their determination to help Nigeria to turn around the economy and end the economic recession. Financial experts, accounting professionals, academics and other stakeholders converged in Bayero University at the 6th AFRA International Conference with the theme: Effective Financial Accountability for Economic Turnaround to deliberate on the issue. Dr. Abel Ezeoba, the AFRA President, lauded the unique hospitality shown to them by the management of Bayero University, saying also, AFRA is committed to networking young accounting indigenous academicians to reach their peak and make significant influence on the society.

BUK Student Wins NGO-Intel Essay Competition

Hussaina Muhammad Umar, a level III student of the
Department of Adult Education and Community Services won the first position in a keenly contested essay writing competition jointly organised by the Girls Rising ENGAGE Programme and Intel Corporation, USA.

The contest was organised to commemorate the International Day for Girl-Child, during which and according to the organizers there were 100 entries for the contest covering different categories; Primary, Secondary and Tertiary Institutions in Kano State.

TRANSITION: Prof. Mu'azu Sani Zaria Dies at 66
Professor Mu'azu Sani Zaria of the Department of Nigerian Languages, Bayero University, Kano died on Friday 4th November, 2016 at Aminu Kano Teaching Hospital (AKTH) after a protracted illness.

Born in 1950 at Zaria City, the late Professor graduated from the then Abdullahi Bayero College (ABC/ABU) now Bayero University, Kano in 1973, and was appointed graduate assistant in 1975 after having graduated as the overall best student. He rose through the academic ladder to become a Professor of Hausa language in 1998. He survived by two wives, eleven children and many grandchildren.

International Academy Donates Books to BUK
The International Academy of Perinatal Medicine has donated over four hundred textbooks of gynaecology to Bayero University, Kano aimed to boost research and learning.

Professor Asin Kurdar, leader of the team that donated the books to the Vice Chancellor. Professor yahuza Bello, represented by the DVC Academics, Professor Sagir A. Abas, assure them that the books would be fully utilized.

Friday, 18th November, 2016
Inculcate the Spirit of Waqf Endowments – VC Charges Researchers, Religious Clerics
The Vice Chancellor of Bayero University, Professor Muhammad Yahuza Bello, has challenged researchers, intellectuals and religious clerics to inculcate the spirit of Waqf endowment in the minds of people and institutions, on Tuesday 15th November, 2016 at the opening of the 1st Kano Waqf International Conference held at the Mahmud Tukur B. Old Campus with the theme: Waqf Based Philanthropy in Northern Nigeria Yesterday, Today and Tomorrow.

During the conference, organised by the Faculty of Law in collaboration with Khairat Islamic Trust and the Sa'adiyya Waqf Foundation, he said the conference came at the right time when emphasis was being placed on the development of the person and the society. He enjoined governments and their agencies to support the Waqf institutions with all the necessary means in terms of recognition, development, security, legal protection and regulation to ensure their smooth management.

Friday, 25th November, 2016
Intensify the Fight Against Corruption Without Fear or Favour, IIT Confab Urges FG
Participants at the two-day Conference on Islam in Nigeria (COIN) have commended the efforts of the Federal Government's fight against corruption, and urged it to intensify the campaign without fear or favour, in both public and private sectors.

The resolutions/recommendations of the communique jointly signed by the National Coordinator, International Institute of Islamic Thought, Professor Salisu Shehu and National Coordinator, Islamic Welfare Foundation, Malam Aliu Badmus at the end of a two-day conference organised by the two organisations at Mahmud Tukur Lecture Theatre, BUK Old Campus, from 7th to 8th November, 2016, called on the Nigerian Supreme Council of Islamic Affairs (NSCIA) to collaborate with other Muslim organisations on the massive awareness campaign against corruption.

Mission of ICAN to Produce Professionals is Lucid – Barde
The Head of Accounting Department of Bayero University, Dr. Ibrahim M. Barde, has lauded the mission of Institute of Chartered Accountants of Nigeria (ICAN) in producing professional accountants in Nigeria as lucid. He disclosed this during a one-week 3rd High School Residency Programme organised between 21st and 25th November, 2016 at Musa Abdullahi Auditorium, New Campus. He praised ICAN for organising conferences, workshops, donating books and theatres in Nigerian universities.

The President of ICAN, Deacon Titus Soetan, FCA, who was represented by Deputy Chairman Students Affairs Committee, Chief Oye Akinsulire, FCA, commended the Vice Chancellor and Management of Bayero University and promised to build a theatre in BUK. He said the best legacy in the world is qualitative education that is attached to good character which that may produce citizens who will be valuable to the society.
BUKHARI MUSA (1957-2016):
Cosmopolitan Kano Loses a Gem and a True Son

Professor Dahiru Yahaya once defined an indigene of Kano, on the authority of the Emirate Council, as any a person who lives, works and contributes to the development of Kano. Prof. Kabiru Isa Dandago, the Honourable Commissioner of Finance, Kano State, found such a person in the late Buhari Musa, Bursar of the University.

Alhaji Buhari Musa, who passed away on Tuesday, 29th November, 2016 in his sickbed at Aminu Kano Teaching Hospital (AKTH), was a shining light whose lightening impact on many people was not known to Kano people of goodwill, in particular, and patriotic Nigerians in general. Buhari died while serving as the Bursar (Chief Financial Officer) of Bayero University, Kano, Nigeria.

Buhari was born in 1957 at Ayogwiri – Auchi, Etsakor West Local Government Area of the defunct Bendel State, now in Edo State. When he came to Kano for NYSC in 1981, he was addressed as a Bendelite, but when he died he was more dan kano (true son of kano) than many Kano indigenes. What a productive, patriotic and exemplary public servant of 35 years to the good people of Kano, Nigeria and humanity as a whole. Buhari had indeed served Nigeria (Kano State in particular) with all his strength, defended her unity and upheld her honour and glory.

Buhari was very exemplary in the Kano State Civil Service as a budget officer from 1981 to 2004, a span of 23 years. He was very hardworking, creative, initiative, honest and loyal to the civil service rules and all the laws of the land in the course of discharging his duties, and he was very friendly to the culture and tradition of Kano in relating with his colleagues, associates, development partners and the citizens of the state and the country at large. Within those 23 years he was well assimilated and “Kanonized” by the cosmopolitan and peaceful Kano environment.

Buhari’s first appointment with Bayero University Kano (BUK) was in 1995. However but within the same year, he went back to the Kano State Planning and Budget Commission as Acting Professor Dahiru Yahaya once defined an indigene of Kano, on the authority of the Emirate Council, as any a person who lives, works and contributes to the development of Kano. Prof. Kabiru Isa Dandago, the Honourable Commissioner of Finance, Kano State, found such a person in the late Buhari Musa, Bursar of the University.
Director, heading it until 2004, when he returned as Chief Accountant and Head of Budget and Project Unit of BUK Bursary Department. He became a Deputy Bursar in charge of the Budget and Project Unit in 2011. He was appointed the substantive Bursar of the University, by the Governing Council on Wednesday 6th February, 2013.

Buhari gloriously held BSc Business Administration degree, obtained from Uniben in 1980; Master's degree in Business Administration (MBA), obtained from Ahmadu Bello University, Zaria (ABUZ) in 1992; Post Graduate Diploma in Accounting and Finance (PGDAF), obtained from Bayero University in 2006; and Master's degree in Treasury Management (MTM) obtained from Bayero University in 2009. He was in the process of obtaining a Doctor of Philosophy (PhD) degree in Budgeting from the Universiti Utara Malaysia (UUM).

Buhari was an active member of the Association of National Accountants of Nigeria (ANAN), a pioneer member of the Institute of Treasury Management of Nigeria (ITMN) and an alumnus of the prestigious Galilee International Management Institute (GIMI), Israel. He has attended numerous professional courses and workshops nationally and internationally.

Buhari's academic and professional background, high ethical parental training, excellent human relations, and natural concern for the weak and needy had made him a person that all people of goodwill would want to associate themselves with. He was blessed with: a charming personality, an urge to make people happy, selflessness while serving any group as a leader, thirst for knowledge acquisition and obedience in the course of obtaining it, ability to respect age and constituted authorities, and commitment to assigned responsibilities.

Buhari was my student, colleague, mentee, and friend- four credentials that qualify me to comment on his personality and character as a subject matter. When he was in my PGDAF and MTM classes, I noticed that he was very humble as a student, asking questions on whatever was not clear to him and making efforts to respond to questions raised with a view to finding out if the students were following the discussions in the classes. He was very regular and punctual to his classes. These attitudes endeared him to his lecturers and classmates. Buhari was the class captain during his PGDAF and MTM days, enjoying the unanimous acceptance of his classmates to govern them. He remained a very good associate of his PGDAF and MTM classmates until his death.

Buhari joined the services of Bayero University in 1995. Since then, I came to know him through some university's committees and other official assignments, before meeting him in the classroom in 2006 to establish student-lecturer relationship. As a colleague, he was found to be very friendly, very helpful, very caring and very progressive. He injected new and sound life to the budgeting process and budgetary control system of the University, using his government budgeting experience and deploying academic and professional ideas reaped from colleagues within and outside the University system.

Buhari was appointed Bursar of our great University during the tenure of Vice Chancellor Professor Abubakar A. Rasheed, a visionary University administrator. When the appointment was announced, there were jubilations (expressed or implied) across the University community and beyond. Buhari did not disappoint the Governing Council (which appointed him), the immediate past VC and the present VC (who supported him) and the University community (who reposed high confidence in him).

Buhari managed the office of the Bursar not just as a CFO, but also as a care-giver (rather than the care-taker some past Bursars assumed themselves to be)! He was quick in effecting payments of claims to beneficiaries, where the funds were available, advising the VCs on means of sourcing funds to satisfy claims on core or even non-core expenditures. He never encouraged the attitude of
making payment of 50% of 50% of 50%! Those claimants (especially of allowances from professional programs), who had suffered a lot from this mode of payment, which caused financial fractionalization of their planned personal projects, during a past regime in the University, would be the first group to have accepted Buhari as actually a care-giver!

Buhari’s present colleagues in the BUK Bursary department demand powerful prayers for them to bear with this very big irreparable loss. One wonders as to how the department would look like as it suffered from this very big minus. Buhari’s meritorious 12-year service to the department and the University system could be described as unparalleled and very memorable to the Bursary staff and other concerned staff in the University.

Buhari was my PG student for 3 years (2005-2008) and, since then, he had been addressing himself as my academic and professional mentee, which I accepted. Buhari was encouraged to belong to relevant professional bodies so as to add much value to his professional calling as a Budget expert and Accountant, hence his resolve to apply for the memberships of ANAN and ITMN, which were granted to him. He was also advised to pursue a PhD degree, in line with the vision of the then VC, Prof. Abubakar A. Rasheed, in order to convert highly experienced University non-teaching staff to the classroom on retirement. He heeded the advice and applied for admission at the Universiti Utara Malaysia (UUM). With two Master’s degrees and membership of accountancy professional bodies, the University found him a very good material for the PhD in Budgeting degree. He was due to defend his proposal before end of December 2016 when Allah called it off for him to go and rest in the world beyond. May Allah grant him eternal rest in aljannatul Firdausi!

Buhari, Alhaji Suleiman Bello (the CIA of BUK) and my humble self were sponsored by the authorities of Bayero University to attend a three-week Public Financial Management Course at the Galilee International Management Institute (GIMI), Israel in June 2015. It was an opportunity for us to understand ourselves better, as colleagues and friends and for me to intimately guide the two PhD candidates on their Thesis, as ordered by the VC. In our class there were participants from Southern Nigeria, Ghana, Gambia, Kenya, etc; and Buhari was easily discovered and recognized as the leader of the class! It was in the course of undergoing the program that information reached me that my name has been nominated as a Cabinet member of the newly formed Dr Abdullahi Umar Ganduje’s administration and nominees were expected, in the next few days, to appear before the state House of Assembly for screening. My Course mates were very happy and excited with the development.

Buhari, as an excellent friend and brother that he was, went round other classes to break the news to them, especially to classes where Nigerians were participants. He also went to our Israelite facilitators to brief them about the good news on his brother. The whole Institute accepted the nomination as an honour done to it. As the screening by the Kano state House of Assembly was fixed for two days before the end of the course, I did not know when Buhari went and arranged for another ticket for me to go back to Nigeria so as to be at the screening as scheduled. The authorities of the Institute gladly granted permission for me to go, assuring me that my certificate and other materials would be brought to me by Buhari at the end of the Course. This was just an instance of demonstration of concern for the progress of friends and brothers that Buhari was known for.

Buhari was a very committed and dedicated Muslim, but very accommodating in relating with followers of other religions. As we share the same principle of Lakumdimukumwaliyaldinu (to you your way of life and religion, to us, our way of life and religion), while in Israel for our course at GIMI, we joined our Christian brothers and sisters to visit all the historical sites that Jerusalem Pilgrims (JP) normally visit. Beyond those visitations, the few Muslims among us were guided to Baitimuqaddas (literally Holy House) to offer some prayers in the third most important masjid in the world, especially at the point Prophet Muhammad (SAW) observed Isra’ and Mi’iraji (night journey from Madina to Jerusalem and ascension to heaven to be gifted the five daily prayers). We were also privileged to prayer at Muqami Sulaiman within the premises of Baitimuqaddas.

Buhari left behind a humble and caring wife and many children. These immediate family members, other extended family members, colleagues and friends that he generated across the world should all be happy and proud that Buhari lived a very useful life to humanity. His 59-year life was blessed with humility, modesty, morality, sincerity and prosperity. The life was saved by Allah (SWT) from envy, hatred, show-off, pride, anger, backbiting and slandering. What a life worth living! Buhari spent 35 out of the 59 years Allah blessed him with to serve Kano state meritoriously, while Bendel (Edo) state where he was born could not claim to have enjoyed any tangible benefit from his academic and professional achievements. Buhari was a rare case of a humble Bendelite by birth, but a rare gem and true son of Kano, by service to humanity!

Buhari, may Allah grant you eternal rest in aljannatul Firdausi (the highest grade in the garden of bliss)!

Prof. Kabiru Isa Dandago is the Hon. Commissioner of Finance, Kano State.
The question begging for answers is: “is there any need for an all female association in a university that has other functioning unions like Academic Staff Union of University (ASUU), Senior Staff Association of Nigerian University (SSANU), Non Academic Staff Union (NASU) mentioning a few from the many functioning unions in the University?” The answer to this poser is yes. It is a fact that most of these unions and associations have men dominating their activities. With a cursory glance at their objectives, one will discover that gender issues are not given prominence let alone being included in their constitutions. Even if entrenched, they are done at the periphery. It was in an effort to come together to share and articulate their feelings, problems and prospects as women that they came together in 2001 to float the forum, which is today a success as an association.

Thus, the Association of Female Congregation Members, Bayero University, Kano (BUK ASFECOM), was formed far back in 2001. It was originally called BUK Female Forum. After several meetings and agreements, the name was changed to BUK ASFECOM. The association is non-governmental, non-profit, non-partisan, non-ethnic and non-religious. The Association is bound by its constitution.

This Association is comprised of the Bayero University, Kano female staff who are members of Congregation. The Association was formed to create a strong, united female staff front, in consideration to the peculiar needs of women emphasized by the
present national and international focus of governmental and non-governmental organization towards the promotion of self-actualization and general well-being of female members of the community.

The Association aims to create closer interaction among all female members of the University congregation, enhance effective representation and encourage gender equality within and outside the University community. The objectives of the association are: To protect and promote academic and professional interests of female members of the Association so as to maintain suitable standards of professional conduct and integrity among them; promote the welfare and social interests of its members; and to encourage female members of the University community to pursue education at all levels.

To become an eligible member of the association one has to be a member of the university congregation and also a female. A member can decide to resign her membership anytime she wishes to do so. A member loses membership when no longer in service of the University or when there is failure in payment of monthly dues to the Association. A member also loses membership with irregular meeting attendance and failure to participate in the affairs of the Association.

According to the Pioneer Vice President of the association, Hajia Halima Hayat a Deputy Registrar at the College of Health Sciences “so far, this Association has come a long way. All this was made possible by pioneer members like Professor Rukayyat Ahmed Rufa’i, Mrs Duro Bello, Mrs Debora Falola and other members who struggled physically and financially to bring the association to where it stands today”. Kano State Government had, in the past, provided the Association with financial assistance and a tour bus. This was made possible with the assistance of Professor Gaji Dantata, a one-time Commissioner of Women Affairs in Kano State, who led the association’s delegation to see the then serving Governor Mallam Ibrahim Shekarau. She is also a member of the Association and a senior lecturer in the Department of Special Education.

The Association had also organized Career Guidance tour to all Girls’ Secondary Schools in Kano State to help young girls in choosing the right career. The Association nurtured the idea of a Crèche and day care services for the children of both staff and students. This idea is today a reality. The Association provides Guidance and Counseling services to staff and students. Sister institutions like the Usman Danfodio University, Sokoto and Federal College of Education, Kano have sought guidance from the Association in forming similar Associations.

The current Exco's were elected into office in 2014. As soon as they came into office they continued to carry out the good work of the Association. Meetings were held and a delegation paid a visit to the new Vice Chancellor in order to welcome him to office. The Vice Chancellor thanked them for the visit and promised to assist the Association. In 2016, lectures were organized by the Association for female students (both new and returning). Dr. Hassana Sani Darma and Mrs Aisha Umar made presentations at the occasion.

Dr. Hassana Sani from the Department of Special Education BUK delivered a lecture on The Ideal Female Student. She advised the students on being righteous. The students were advised to dress modestly as dressing says a lot about a person. They were advised on proper conduct during lectures and examinations, good manners, how to handle intimidation and harassment and how to interact with other students.

Mrs Aisha Umar from Department of Adult Education presented a paper on Achieving Academic Success: Knowledge, Values and Action. To achieve academic excellence, she observed one must have the six fundamental values on which all healthy academic communities are built and sustained. These values are: honesty, respect, trust, fairness, responsibility and courage. These few values formed part of the advice she gave to the young female students to help them achieve academic success and excellence.

Success comes with its challenges. Thus, this great Association faces its own predicaments. Amongst its most pressing challenges are: poor attendance by members, financial constraints as a result of lack of payment of monthly dues, lack of awareness especially from new female staff and also the issue of office accommodation.

The way forward as suggested by the association’s secretary, Mrs Aisha Umar, is that members should always be present at meetings. There should be a new mode of collection of dues and donations that would go a long way to reduce the financial problems of the Association. ASFECOM’s slogan is: to make every woman it touches “a success story”.

Long live the great Bayero University, Kano and long live this great association called Association of Female Congregation Members. Aisha Hassan an Administrative Assistant writes from the Directorate of Public affairs
Reading culture among students in our tertiary Institutions is today at its lowest ebb. This probably explains why there are poor communication skills and almost zero writing culture among our students. Sabitu Mohammed Jinjiri digs deep into the major and remote cause of this unfortunate development and attempts to proffer possible solution.

A Good Reading Culture for Academic Success

'If you want to build your biceps, you go the gym and lift weights. If you want to build and maintain sobriety, you go to recovery meetings and counselling sessions. But if you want to keep your brain firing at a crisp, efficient pace, you should grab a book, magazine, hand-held device or tablet computer and have a good read,' Dylan Barmmer, founder of The Creative Copywriting Consortium Word.

Research has shown that reading is the most efficient route to learn a great deal of things. From keeping your memory sharp and enhancing your learning capacity to setting the stage for new activities and passions, reading is the ultimate brain exercise. In fact, there is value to reading anything because of what reading does for the brain. These are some of the hidden secrets that most students are not aware of, and if they are, they chose to relegate them to the background.

It is no longer a hidden secret that a lot of students do shy away from reading for the simple reasons of not only being lazy, but some also confessed publicly that they hate reading. This is ironical because how could a student who enrols in a university and faces the challenge of reading a lot now say he/she is not interested in reading. What most students fail to realise is that reading has a lot of benefits/advantages. It is only reading that will expose a person to new knowledge. A student who chooses to be an effective reader will have the exceptional opportunity of gathering a lot of information not only in relation to his field of study, but also in so many areas of human endeavour. Having been equipped with such information, the student will surely have no difficulties in reading, understanding and giving back to the examiners what he/she has been taught.

Reading also exposes students to the techniques and style of writing of renowned authors and writers. These techniques and styles could be consciously or unconsciously imbibed/emulated by the reading students. Most people who excelled in writing and spoken English never attained such feat through laziness and on a platter of gold; rather they read the works of so many authors and renowned writers a lot including newspapers and magazines. They never restricted themselves to reading only academic books and journals; they read everything readable including fiction stories, news and current affairs.

It is no longer news to say that most tertiary institution's students nowadays commit abominable mistakes when they write. It is common knowledge to overhear lecturers expressing disgust and disappointment when marking students' answers script. Some often go to the extent of not making any sense out of such answer's scripts. Other lecturers have to seek the assistance of their colleagues before making sense out of their
examination scripts. This unfortunate development is connected to the lack of reading culture fad amongst students.

It is high time our students wake up and face stark reality. It is high time they begin to show not only interest, but also develop reading culture. They will certainly become parents/leaders of tomorrow, the onus will now fall on them to train their children. Can they be in a better position to give any meaningful training when they themselves are almost empty upstairs? A wise saying in Arabic has it that; ‘you cannot give to others what you do not have.’

**Speed Reading and Impediments to it**

Reading and fast reading too is a mental activity. It is one thing to imbibe the culture of reading and another to develop speed reading. Research has shown that fast readers are more likely to understand what they have read than slow readers. Depending on the text one reads, readers should ensure that they read as fast as they can. In other words readers need to have speed reading. But the question is: what are the ingredients of speed reading and what are the impediments to it which students are to note appropriately.

Two elements in form of eye movement and flexibility have been identified as the ingredients of speed reading. A good reader is the one who makes fewer eye movements as he/she reads a text. He is also a fast reader because his eyes take in several words at a time. He divides a text into meaningful sense groups with every fixation of his eyes. In such a way, his reading and understanding will be faster. On the other hand, word by word reading or taking in senseless chunks of words at a time slows down the reading speed and understanding of the reader.

The other ingredient of speed reading is flexibility. Though, it is said that the faster one reads the better his understanding. Still, one needs to adjust his/her reading speed depending on the difficulty of the text one is reading and/or the purpose of the reading (or study). In other words, if the text one is reading is difficult or one is reading the text to interpret and analyse it critically, then one has to read relatively slowly.

Having known the ingredients of speed reading, students should now be familiar with the impediments (obstacles) to speed reading in order to make his/her reading all the more effective. Among the identified impediments to speed reading are the following: Sub-vocalization, Finger-Pointing, Regression and Interruptive Use of the Dictionary. The first impediment is sub-vocalization; Beginning readers tend to form the sounds of the words that they read. Apart from the sounds heard from them their lips are seen moving as they progressed. As advanced readers, we should not read like that, as this habit of sub-vocalization impedes reading speed and consequently affects comprehension rate. The second point is Finger-Pointing. Some readers especially children and beginners in reading use their fingers or any other pointer to follow the words they read. This compels a reader to read word by word and therefore leads to slow reading and comprehension: As an advanced reader, this habit should not be found with you. The third impediment is Regression. This is the negative attitude of moving one's eyes backwards in order to read again what has just been read. This habit equally slows down reading and comprehension. It is a habit that should be avoided as well. The last, being Interruptive (unnecessary) use of dictionary. Incessant reference to dictionaries with the aim of looking up the meaning of every word a reader comes across surely breaks up the lens of thought of the reader and definitely slows down reader's reading speed and comprehension. Leave the job of looking up unfamiliar words to the end of the reading session unless your understanding of the text is impossible without looking up the meanings of such words. Another option is to infer the meanings of unfamiliar word from the context. But for beginners, making a quick list of row words to be looked up later could be an alternative.

The expectation of this writer is for our students to try and put into practice the above lessons. I leave you with this popular saying; ‘Better late than never.’ Sabitu Mohammed Jinjiri is an Administrative Officer in the Directorate of Public Affairs.
Dr. Rufai Yusuf Ahmad is President Nigeria Society of Physiotherapy

Dr. Rufai Yusuf Ahmad, a Senior Lecturer in Physiotherapy Department in the University and an Honorary Consultant Physiotherapist in AKTH, emerged as the new National President of the Society at its 56th AGM held recently in Kaduna.

The Nigeria Society of Physiotherapy (NSP) had its 56th Annual General Meeting in Kaduna from 23rd to 29th of October, 2016 where it elected a new executive council. Dr Rufai Yusuf Ahmad, a Senior Lecturer in Physiotherapy Department of Bayero University Kano and an Honorary Consultant Physiotherapist in Aminu Kano Teaching Hospital, emerged as the new National President of the Society. Other elected members of the new executive council are: Nina Nnenna Chigbo (Vice-President), Felix Odusanya (Secretary General), Oluyinka Afolabi (Assistant Secretary General), Wasiu Jimoh (Financial Secretary), Mr Jibril Sagir (Treasurer), Peggy-Joe Odili (Public Relations Officer), Ogbaru Iweka Johnbosco (Assistant PRO I), Adamu Usman Gamawa (Assistant PRO II), Muhammad Aminu Shehu (Auditor I) and Ogechukwu Ugboaja (Auditor II). In his acceptance speech, Dr Ahmad assured all members that they will be carried along in running the affairs of the Society. He also assured the Nigerian people that the current executive council will ensure improvement in services rendered by Physiotherapists to the community.

With increase in population, ever increasing challenges of health care, diversities and technological advancements, every profession is faced with the need for innovation in tackling its challenges. The current needs of the Nigerian population should determine the focus and agenda of any association. Physiotherapy is one of the professions that touch the life of every Nigerian since it is not only patients in the hospital that require services of a Physiotherapist. One of the risk factors of many deadly diseases is sedentary lifestyle, the prevention of which requires exercise prescription. This aspect of preventive health care, as well as diagnosis and treatment of many diseases of the millennium, is under the purview of the Physiotherapist putting the profession at the service of every living Nigerian. The current executive council will enhance clinical expertise of its members to improve patient care, educate the public on prevention of deadly diseases and ensure Physiotherapy services extend to rural areas.

It is essential to acknowledge the efforts of Physiotherapists that nurtured the profession from its inception and gave it a strong foundation that made it very appealing to many Physiotherapists. This also include past Presidents of the Nigeria Society of Physiotherapy, Officials of the Medical Rehabilitation Therapists Board and all that have contributed to the success of the Physiotherapy Profession.

Finally, the Nigeria Society of Physiotherapy will work with the Federal Government, Federal Ministry of Health, all health professions and other relevant stakeholders to foster peace and unity in the health sector for efficient services to patients.
Sani Muhammad, a BUK Student recounts his fascinating six weeks educational tour of the United States of America (USA) in company of a fellow BUKite, Khadija Audi and shares lessons that could benefit our dear nation

Study Tour of The USA on Social Entrepreneurship

The Study of the United States Institute for Student Leaders (SUSI SL) on Social Entrepreneurship 2016 program started on the 6th of July 2016, lasted six weeks and ended on the 10th of August 2016. Funded by the United States Department of State, Bureau of Educational and Cultural Affairs, whose mission is to promote mutual understanding between the people of the United States and the people of other countries. The program was hosted by California State University (CSU) Chico. It was aimed at providing young aspiring leaders like us, a substantive, initial exposure to the United States through a short term study on a U.S. Campus. The SUSI SL program included a four weeks academic residency, leadership development, community service activities, an integrated study tour, and interaction with American peers.

In the course of this program, we were taught social entrepreneurship and how businesses could be sustainable and 'give back' to their communities through social mission objectives and a sense of responsibility. The program was fully packed with activities on its schedule; there were lots of classes, presentations, site visits and tours of businesses and companies (both manufacturing and service industries) which focused on volunteerism, sustainability, and efficiency as well as a social mission objective of helping their communities. We were also involved in lots of extra-curricular activities like sporting at the gym, dinners, traveling. We were hosted in Chico California, toured round San Francisco in California, toured round Kansas City and Missouri and then the program finally ended with a tour and presentation of certificates of completion in the United States Department of States in Washington D.C. California.

The fact that the program was an international one and one of the responsibility that we had (Myself and Khadija Audi) was to talk proudly about our school, Bayero University, Kano, we distributed the 'BUK Today' magazine, fliers of undergraduate and post-graduate programs as well as Research Centers available in Bayero University, Kano among the SUSI participants and SAGE Mentors as well as staff and professors that took us during our stay in in CSU, Chico. This indeed was a positive thought as they all appreciated the level of educational improvement as well as the Students commenting positively on the November edition of the BUK Today where the Bayero University Vice Chancellor stressed his priorities to be “Quality in Teaching and Excellence in Research”. The high point of all the excitement where Bayero University 'stole' the heart of the host institution and other participants and invited guests was when I presented a plaque/souvenir of compliment and appreciation to the host institution on behalf of the Vice Chancellor, Professor Muhammad Yahuza Bello and the entire Bayero University community for it hosting two of its student for the program. Same gesture was extend on...
behalf of the Vice Chancellor at the U.S. Department of States and the United States Embassy in Nigeria. It was well appreciated and they expressed commitment towards working closely with the University in future times.

I have decided to summarize my experience based on the more prominent activities that we partook during the program.

**The First Week: Seeing America with the Eyes of Americans: A Lesson for Africa-My Experience In Chico, California**

It all seemed like a dream going to the America when I received a call from the United States Embassy to prepare my international passports and get ready to leave the country. I was excited and felt overwhelmed when I actually got my visa and left for the Nnamdi Azikiwe International Airport, Abuja.

Arriving Los Angeles in California I was awestruck by the beauty of the structures and the organization of people, traffics, buildings etc. it dawned to me I was in a new world where persistence, hard work, trust and diligence in people and government have paid off. My first surprise was the change in time zone, I looked at my watch which was reading 7:40PM and there was still brighten sunlight. I enquired, and was told ‘that is how it is here, we actually have 8 hours difference in time zones with your country (Nigeria)’, Bethany said, as she was driving us down to Chico, California.

I settled down in the dorm at Whitney Hall CSU Chico and the next day, Saturday (9th July, 2016) was one of the most important activity lined up for the participants, **The Friendship Family Day**, where we were paired with an American family to have fun and see America through their eyes and experiences. I was paired with Mr and Mrs Bruce and Jodie Dillman. They were awesome, loving and truly friendly “in the core sense of the word”. We went to six different places with them: their beautiful house, a locally managed community farm (Grub Farm), a place called habitat for humanity, McDonalds, the Oroville Dam, the Oroville Visitor Center and a Casino. Each place giving me its own new experience, lessons and food for thoughts, which makes me appreciate the life of an ordinary American.

Bruce and Jodie (as they preferred to be called) showed us their home, their family and I got to see many artifacts from various parts of the world. Their home was beautifully decorated with artifacts from various parts of the world which shows their appreciation of diversity and love for exploration. Their house had a little garden and an aquarium, this made me understood their love for and preservation of nature. They were asking us (myself and four other participants) so many questions about our country, our cultures. They wanted to know all about Africa, and they were amazed by what we told them.

After that, we went to a locally managed farm for the community where people contribute to produce basic crops which are consumed like beans, maize etc. and because it was drought, this farm makes available these produce to people in the community at cheaper prices. This gives them a sense of belonging and oneness as everybody came together to achieve something great.

Next, they took to a place called 'Habitat for Humanity', an organization in Chico where people donate their unused and surplus items for resale at cheaper prices the public. (In fact, I actually saw the price of a microwave oven tagged $8.79). One of the most interesting part of their activity is that they entity people in their community who are poor but hardworking and have no recorded cases of drug or alcohol abuse, and they help them build a small but comfortable 3-bedroom house. They do this by mobilizing people in the community to meet at a particular day to help out in the building of the house guided by experts. Jodie told us she in roofin one of the houses they built.

We continued our adventure to the lake and branched at McDonalds to eat lunch. Jodie told us that she once worked with McDonalds and that they were paid the minimum wage of S8. The attendants she said, were mostly high school students and immigrants above 16 years of age who try to meet their needs and get a free lunch every day. The job might be paying little, but the attendants are very diligent. What an honorable service I would say.

We arrived the Oroville Lake, and for the first time I went on a boat ride on the lake. The serenity, the coolness of the river, the little spring that was gushing from the mountains, the natural vegetation surrounding the lake, the different people swimming, diving and skiing. What fun, what we had adventure WOW! After about three hours of the boat ride, we proceeded to the Oroville Dam History Museum, where we learnt about how the dam was built, the Native Americans that were found there, the natural vegetation and wildlife in the area and how changes have occurred over the years. The preservation of culture was something very keen to them.

Lastly, our last stop was at the Casino. Sounds weird but yes, they took us to the casino, different people just doing random stuffs, gambling, eating etc. some of the interesting thing we did was that Bruce paid for our dinner and we had the chance to taste all the foods that were provided in the restaurant; Mexican cuisines, Chinese, hawaain, the Indian Biryani, desserts, so lovely I tell you. During dinner we discussed a lot about problems in Africa and how we could help change such trends and how we feel
about America and its government, these were some of the moments I can't forget with Bruce and Jodie. Jodie said 'We are only but ordinary people living their ordinary lives, we are not our government'.

The strong message in this short and precise statement sent an important impulse that would forever change my perceptions about people being different from the politics that happens in their governments. We tend proceeded to 'gamble'. But it was all in a way to teach us an important lesson about "life and gambling." Bruce gave us a $20 bill and we gambled until we lost all the money a down to 10 cents. Bruce and Jodie stressed the point of us gambling, it was to teach us that 'You only lose when you gamble'.

**Lessons For Nigeria**

Africa is faced with real threats of environmental and economic collapse, terrible diseases, over-population, gender based violence, war, terrorism and menacing new forms of weaponry, and other social problems with regards to health care, accessibility to education and youth unemployment amongst them. We have so much to overcome. Efforts by our governments and institutions have proven insufficient to reverse these destructive trends. Our best hope for the future of humanity lies in the power and effectiveness of socially motivated, highly empowered, individuals to fight for changes in the way we live, think, and behave; **these are social entrepreneurs**.

Entrepreneurship has to do with value creation whether in the lives of people or in business markets. Social entrepreneurship entails creating value in the lives of people in our society by identifying problems that we could solve and help alleviate. The wonder of humanity is that while there are always tumultuous events and seemingly overwhelming challenges to face, people, exceptional individuals, and ideas and movements emerge to face and find solutions to these challenges. SUSI SL 2016 Chico, sought to make us such individuals who would tomorrow make the world a much better place for all to live in. Indeed! Such opportunity given to 20 student leaders in Africa is rare.

Nigeria and Africa, should learn, that people in the USA, even though they are seen as being individualistic with everybody so busy with their schedule, they engage in community initiatives like the community farm to help and feed themselves at lower costs. They feel the pain of the poor and low income earners, so they engage in community service of building houses by themselves, with their hands despite their busy schedules for these poor people. They give out their unused items to others at very cheap prices to enable access. The bottom line is they are always happy and looking for ways to help and improve the lives of others. Can we Africans pick a challenge in that? Yes we can.

No matter how little, people want to work and earn something. They do not want to be dependent on others. No matter how small their job is, they are respected and seen as important to the society. They love whatever they do, and do it with diligence and self-respect. Having just the minimum wage of $8 dollars wouldn't sustain one, but the experience and satisfaction of the job drives them. They don't despair about employment, people don't wait for government to hire them, people dream to create jobs and businesses, and they are job-creation oriented. If only many of our youths in Africa could realize this fact and see that Africa is a world full of potentials and opportunities, the outcry of unemployment wouldn't be as loud as it is today. But surprisingly, many youths in Nigeria only roam about the streets and engage and divert their energies into deviant activities. We need people who would start talking and encouraging these youths into directing their energies into something positive in the society.

Everything in America is organized; roads and traffic movement, buildings, parks, markets, ranches for cattle etc. Creating a good environment in Nigeria will entail changing our attitudes and reorienting ourselves to protect and maintain public property and respect for the law. In fact, the creation of ranches in Nigeria would help avert so many clashes among communities, especially between herdsmen and farmers. It is a good initiative today that the Nigerian government is embarking on an attitude re-orientation program of "Change Begins With Me" campaign.

Finally, reflecting on this part of our tour, I concluded that Americans are very curious, they want to know something about everything and everything about something. They love to hear experiences, cultures, challenges and success stories.

**Second Week: Social Entrepreneurship as a Tool for Sustainability and Development In Nigeria**

Most people have a passion for something which drives them. It could be making money (which could be tangible in form of profits and gathering assets), a pursuit for a social cause (which could be intangible as women's right, access to education etc.) that has to do with the changing of values and perceptions towards something new. These people want to be game changers, they want to revolutionize in a peaceful manner, the "how we have been doing it mentality". This individuals possess the entrepreneurial thinking, the spirit of creative destruction, the core of capitalism.

I understand that entrepreneurship is an opportunity to express my values, to create them and make them reality as well as making money while doing what I love. Social entrepreneurship is about
creating an entrepreneurial matrix that is socially driven and for or not for profit oriented. Life gives us a lot of choices, as such, social entrepreneurship is a way of creating value through how people make choices. So what I ask myself is: Is my cause beneficial to the society?

One important thing I have come to learn is that as we pursue our passion and seek to solve others problems and create value in their lives, we have to understand that there are externalities (both positive and negative). However, our ability to go round and make informed decisions about these externalities, is the true value portrayal of our concerns for overall humanity.

Gone are the days when one has to present an over 50 the Lean Business Model, which is predicated on customer development and hypothesis driven, as it provides the flexibility to changes due to feedback from the purpose the entrepreneur wishes to serve with products or services, be it profit oriented or not. Using this business model, as argued by David Rahn (the tutor) makes it easy for investors to assess the viability of a business. And as we tried it and got feedback, we understood the potency of a lean business model, as it is not based on just mere assumptions but hypothesis that have been tested. The reason for this is that the lean business approach seems to be more focused with the sustainability of a business and how creative ways could be used to achieve that.

We went to a site visit at the Sierra Nevada Brewery, whose founder was listed as among the new billionaires in the world. The story of this multi-million dollars enterprise began from the founders' garage where he started brewing beer for himself and later his friends and so it expanded to be what it is today. Then one is obliged to ask, what is the secret of this company's success that have made them sustainable to date? After a tour round the brewery, I got to understand that the secret lays in the company's focus on sustaining the company through minimal wastage and efficient use and management of resources. Virtually everything in the company is used two to three times. They recycle their food wastes into organic manure which they use in the company's garden to grow produce which are later harvested and used to prepare food in the restaurant. Through the use of the HotRot process they are able to divert 99.8 percent of their waste into organic manure. Oil gotten from thrown food, no matter how small, is gathered in one place and used in making gas (the conversion machine for the oil was made by students from CSU, Chico), which they use to power their tractors and other vehicles that work on the farm they grow their primary product (hops). They have over 8,000 panels of solar panel to collect and store power which they use during winter; they are the number one consumes of the city's water, so what they did was to build a water treatment plant where they treat the water before sending it back to the river as such reducing the burden on the state authority. All these the company has been doing is to give back to the community, promote good environment through reduction of waste and saving money. This has created a goodwill for the company in the community and has been the major drive of its sustainability.

I also got to meet students from the Students for the Advancement of Global Entrepreneurship (SAGE) and the Chico Entrepreneurial Association (CEA) where they enlightened us about their goals, values and passion. It was so amazing to see young students already thinking of how they can change the world for the better. And most of their work was centered around volunteerism, creativity and invention.

I also went to a site visit at a farm where blueberries were planted called the Sierra Cascade Blueberry farm. This farm has only two permanent staff, the founder and his wife. They have been managing this farm for over 25 years. Their greatest asset is that they use nature to their advantage. They use the quails as meat for hooper birds which kills other birds as such this scares the other birds that eats the berries; they collect rain water and save it through an aquifer and use it during summer; they accommodate goafers which makes home for bumble bees in the farm that serves as a great tool for the pollination of the blueberries. They make these decisions through economic and social consideration that has helped in saving them cost and make them sustainable over the years.

Lesson for Nigeria

The last class I held for the week was on leadership. I got to learn that as an entrepreneur, you
Nurturing Relationships

have to know yourself, your strengths and weaknesses and know the right persons for each job. You need a formidable team to be successful as such communication and taking a holistic view of things before making decisions is very important in the sustenance of a business.

Nigeria as a country through the implementation of viable projects, reduction of wastage, holistic analysis of economic, social, environmental effects of decisions and its externalities will go a long way in improving the socio-economic structure of the country and empower individuals to be involved in various aspects of the economy.

In using and adopting the Lean Business Model, Nigerian businesses as well as creative, enthusiastic individuals and social entrepreneurs should have easy access to funds and investors, as they would have a more simple and efficient method of presenting their ideas and plans in a clear and precise manner. Instead of going through the rigour of a long business plan full of untested assumptions, entrepreneurs can now manage both time, energy and resources efficiently without much stress.

If businesses could rethink and use a holistic approach in running their businesses in Nigeria with consideration of key externalities such as the environment, social and economic aspect of society, and dwell more on the three major issues (a). The quality of life they offer, (b). Forms of their production, and (c). The future resource base; then, they will be seen as respectful stewards of their communities as well as contributing members to improving the lives of the locals, which have made them socially responsible. Nothing drives sustainability and profit for businesses like these kind of goodwill.

With a team like SAGE in Nigeria, the youth will believe more in voluntarism, appreciate creativity and become locally engaged in contributing to the development of the nation. The key to sustainability is hard work, minimal wastage and creation of goodwill. If business enterprises could inculcate these in their values, Nigeria would become a competitive world economy where creativity and the idea of giving back to the community is key to survival.

Third Week: Week of Professional Development Activities and Glean Into the U.S Culture: A Tour of San Francisco

Before someone starts a new business or social venture, he or she needs to be inspired by an innovative idea. Look at the world renowned entrepreneurs, Bill Gates, Mark Zuckerberg, Aliko Dangote, Dantata, Folorunsho Alakija and others. These people as entrepreneurs have either taken an existing product or service and made it better, or create an entirely new service or product. Was it that simple for them? Definitely NO! But they recognized the great challenge ahead and with their drive and fortitude, they never gave up. An entrepreneur is inspired by his ideas and goes for it, and when he fails, he continues trying till he gets it right. Through these process, entrepreneurs have learnt the skill and art of personal development, which has given them the needed experience, skill and wisdom for efficient management of themselves and their business.

The third week in San Francisco and Chico has given me enriched knowledge about sustainability, the entrepreneurial attitude, the hurdles ahead and the key for getting investors and revenue streams for my business or social venture.

San Francisco, one of the busiest tourist destinations of the world left a memory that will never be forgotten by me. At first, the cultural shock was due to the predominant LGBTQA (Lesbians, Gay, Bisexual, Transgender, Queer and Ally) movement, a world area named “China Town” with all the Chinese people, arts and structures predominant in “America”. It was so amazing.

We visited so many tourist sites like the Muir Woods National Monument, Walked across the Golden Gate Bridge, cruised on the San Francisco Bay, visited the Palace of Fine Arts, the Pacific Ocean and the California Academy of science.

The site visit to Google.Org in San Francisco was a very purposeful one. It was interesting to see that despite the market driven and profit oriented nature of Google, it dedicates a part of its revenue to social causes such as education, disability and crisis management and how technology could help solve some of these problems. Some of the important things I learnt from Google was their value of 'Uniqueness and Openness'. As being unique as a business or social venture gives you that competition advantage over others and your openness will imply accessibility of information by everyone, the customers, employees etc. as this is the only way you could keep yourself abreast with new developments.

The visit to KIVA was one of the most inspiring to me. As a social venture KIVA lends out funds to entrepreneurs ranging from $25-$10,000 with a 0% interest rate, 97.8% return rate, and serves as a medium between the lender and the borrower. KIVA has been changing people's lives across the globe in Africa, Asia, North & South America and Europe. They are funded through grants from organizations like Google.Org and through crowd funding and donation. This inspired me so much, meaning, as an entrepreneur I could also use crowd funding to organize peoples social missions and get them finance these projects relevant to their areas of interest with less risk for the business.
Still on professional development, upon return to Chico we had a class with a seasoned professor, Dr. Colleen Robb on Social Business Model and market opportunity analysis. This session was very interesting because we were not allowed to write anything with alphabets or numbers but rather with visuals and drawing of what we wanted to do and how we pictured doing it. This was a very successful session because it made me understand that as a social venture, it is okay if you have the passion to drive your social mission but in order to be successful and achieve sustainability, one has to create a product or service which creates value in people’s lives and from which revenue streams could coming aside grants which usually come with strict supervision and all other bureaucracies.

The next session we had was with Peter Straus, the Director, Center for Entrepreneurship, CSU Chico. He emphasized the challenges entrepreneurs face especially with regards to revenue and sustainability but also suggested the bootstrapping technique alongside with the lean model. He also emphasized on we knowing ourselves, our passion, and the demand and supply market. What I learnt from this class was that driven by my passion, I should build a good team, have focus, get people’s attention and explore ways of getting and managing resources.

The last class for the week was on cultural competency, diversity, perceptions and communications. Here I learnt the broad nature of diversity in all facets of our life, how our perceptions influence our decisions and how these perceptions could be wrong, and how we build and form stereotypes on others due to ineffective communication. In understanding the Iceberg theory, this class was to bring to the fore the realization of our diversities and how we could harness this to better understand, relate and build comfortable meaningful relationship with others.

**Fourth and Fifth Week: Presentation to Business Managers and Entrepreneurs, Tour of Kansas city and Washington D.C.**

The fourth week was a competitive week as we were expected to present the lean business canvas of the prototype social enterprises and businesses we wished to set up after going back to our home countries. Myself and my partner Mariam Modibbo Tandina from Mali presented on the business model we call *Vivon Le* meaning *Live It!* in English.

After the presentation a farewell dinner was organized where we got together and received our certificate of completion from the host institution. It was in this dinner I presented the souvenir on behalf of the BUK Vice Chancellor to the host institution.

We travelled to Kansas City where we lodged at Embassy Suites. We went on a tour of Kansas City and Missouri the next day. We saw the World War I memorial, the union square etc. We also went on a professional site visit to University of Missouri Kansas City, Henry W. Bloch Centre for Entrepreneurship and Innovation. Here, we also made presentations on our business models and we were mentored by professors on how to link up with networks to make our business possible. We also went to the Kauffman Foundation, reputed to be the world largest social entrepreneurial foundation with a worth of over 2 billion dollars. We toured the foundation, and got inspired by its rich history towards helping others.

We flew to Washington D.C. where we toured round the city and went to prominent places like the White House, the U.S. Capitol Building, the Library of Congress, World War II Memorial, the Lincoln Memorial, Union Square, U.S. Treasury, Madame Tussaudes's presidential gallery etc. we were taken round their transport system of the BigBus and the Metro. The next day, we were on a professional site visit to Creative Associates International, who had various interventions in Africa in economic empowerment and development, education, crisis management etc. and with the view that the young generation should take the lead in these issues. I worked under the education group where we chatted on the state of education with other participants and two mentors on the accessibility, quality and relevance of education in our various countries and innovative youth-led solutions that could overcome the challenges of education we face in the country.

As our visit was coming to an end, the last site visit was Ashoka International we where we were taught how to become change makers and how challenging the road could be ahead but how we could together help overcome those challenges. We were grouped up into two teams where we brainstormed with Mentor Dida on how to create change in our society, networking with the right people to help us achieve the goal and how keeping in touch would be truly positive for our cause. And to that, we had a debrief with the SUSI Academic Director, where she also talked about the importance of communication and keeping in touch, our post-SUSI activities in our country and the follow up programs that would be done after that. With that the SUSI program ended and we were driven to the Washington Dulles Airport the next day for our trip back to our various countries.

Conclusively, it was an awesome program, full of benefits for myself and my community. As knowledge earned isn't intended for myself, but for how I could advance creative solutions to problems in my society, serve as mentor to youths and become a change maker in the society through positive engagements and volunteerism with others within and outside my community.
It is a change of baton in the University's Sports Directorate when the Vice Chancellor, Professor Muhammad Yahuza Bello approved the appointment of Professor Rabi'u Mohammed of the Department of Physical and Health Education as the new Director of Sports. In the appointment letter signed by the Vice Chancellor, the appointment took effect from Friday, 2nd December, 2016 for an initial period of two years.

The appointment did not come as a surprise given the fact that the new Director had been in the sports administration locally, nationally and internationally for many years.

Professor Rabi'u Mohammed has succeeded Malam Tijjani Salisu Sa'id, who during his tenure brought transformations and outstanding achievements in the Sports Directorate.

On Friday, 2nd December, 2016, the Sports Directorate organized a handing over ceremony, where the out-going Director, Malam Tijjani Ahmad Salisu Sa'id formally handed over the affairs of the Directorate to the new Director, Professor Mohammed in the presence of all the senior and junior staff of the Directorate.

Malam Tijjani Sa'id explained that he had developed a structure favorable for the smooth conduct of the affairs of the Directorate. He commended the University management for choosing Professor Mohammed to succeed him, describing him as a competent sports administrator who has been in the field of sports for many years.

On his part, the new Sports Director, Professor Rabi'u Mohammed expressed gratitude to Almighty Allah for choosing him to be the new Director and commended the Vice Chancellor, Professor Muhammad Yahuza Bello for appointing him to succeed Malam Tijjani Salisu Sa'id.

The new Director came with new policies.
aimed at revamping the Directorate and giving it a facelift. First, he read the riot act to those who come to work late and close early. He also charged the staff of the Directorate to work as a family and that the two deputy directors will assign responsibilities to all the staff.

The new Director's remark served as a glimmer of hope to the Directorate because he pledged that new tournaments and competitions will be regularly organized for staff and students and that both staff and students will be actively engaged with friendly matches and other demonstrating matches ahead of NUGA, WAUG and staff games, unlike before when they were only engaged a few days or weeks before the competition.

On capacity building, the Director said all coaches must be trained and retrained to cope with modern challenges of games and sports administration so that in future they will serve as resource persons when the directorate organizes seminars and workshops for stakeholders in sports.

He was appreciative of the fact that the former Director, Malam Tijjani Ahmad Sa'id brought about innovations and positive achievements in the Directorate.

During the tenure of the former Director, Malam Tijjani Ahmad Sa'id, innovations and positive achievements were brought about.

For the new Director, it is glaring to note that the Sports Directorate has gotten a new architect that will transform the sporting activities of the University.

Even before his appointment, Professor Rabi'u Mohammed organized for the first time in the history of the round-leather game, a penalty shoot-out competition where faculties and the Vice Chancellor's office competed. The Vice Chancellor's Office against all odds emerged the champion after beating the Faculty of Dentistry.

It was not only the competition that excited many spectators, including the Vice Chancellor, but also the participation of many Professors and senior academics, as well as administrative staff. According to the Vice Chancellor, the tournament had opened a new opportunity for staff to combine their work with sporting activities, which will benefit them mentally.

Indeed, the appointment of Professor Rabiu Mohammed is the change of baton that will go a long way in rejuvenating the sports administration in Bayero University, Kano.
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