

**DEPARTMENT OF BIOLOGICAL SCIENCES,
AHMADU BELLO UNIVERSITY, ZARIA**

STRATEGIC PLAN

2014 TO 2018

1.0 EXECUTIVE SUMMARY

The strategic plan of the department of Biological sciences is a document mapping the track to success. It is a procedure to achieve the vision and mission of the department in line with the vision and mission of Ahmadu Bello University, Zaria. It is a step by step guide to reach the goals of the department hence, has been designed to contain goals, objectives, measures and timelines for achieving success. It indicates parties accountable for accomplishing tasks and has been expressed for five (5) year time line.

We hope that it will give direction to the department and university and also help to bring into line strategic objectives with financial and human resources to provide a mechanism to continually review and ensure excellence in education, research and engagement.

1.1 VISION

We envision a Department that would serve as center of excellence for the study of Biology, equipped with a diversity high quality modern teaching and research faculties motivated and well trained staff and qualified students, well positioned to serve the society, through research, dissemination of knowledge, and contribution to the financial base of the University through consultancies and provision of marketable ancillary services to the immediate society and the county in general.

1.2 MISSION

Recognizing the absolute necessity of knowledge of biology in basic as fundamental foundation for all biology based professions, our mission therefore is to provide and extend biological knowledge by teaching and to expand such knowledge by teaching and to expand such knowledge through research; to provide training in basic and applied research in the nature of living things, their diversity, adaptations, interrelationships, and regulatory processes that govern the life of organisms.

2.0 PREAMBLES

2.1 History:

Department of Biological Sciences is one of the oldest and largest in the Faculty of Sciences. The department was one of the seven basic arts and science departments in the defunct Nigerian College of Arts, Science and Technology, Zaria. When the college became Ahmadu Bello University in 1962, Biology and split into two namely, Botany and Zoology. Six Departments formed the nucleus of the Faculty of Science: Botany, Zoology, Chemistry, Mathematics, Physics and Geography. In 1968, Botany and Zoology were remerged into the Department of Biological Sciences. The department has been producing high quality graduates in the area of Biology, awarding three degrees (Biology, Botany and Zoology) at the undergraduate level, five at M.Sc. level (Biology, Botany, Zoology,

Fisheries and Education Biology) and four at the Ph.D. level (Biology, Botany, Zoology, Fisheries). These programmes have helped to address the manpower needs of the country, the African continent and the world at large. Our trained and qualified graduates work in Universities, research institutes, colleges of education, polytechnics, secondary schools, ministries of education, agriculture, science and technology, environment, petroleum, commerce, tourism, health and defense. Others work in banks and other industries.

The department has good infrastructural facilities, which include ten laboratories for undergraduate and postgraduate research. In addition there are six specialized laboratories in the areas of cell and tissue culture, cytogenetics, fisheries and hydrobiology, histology and parasitology/entomology. The Department is also equipped with photographic and audiovisual aids coupled with nationally and internationally recognized botanic garden, herbarium and museum facilities.

2.2 Size and current resourcefulness

The department operates in three departments i.e. Biology, Botany and Zoology and three sections namely Academic, Technical and Administrative.

Academic: The unit involves lecturers. They are responsible for teaching and research, Training undergraduates and postgraduate students of the department. We serve as service department at 100 level to MBBS, Nursing, Anatomy, physiology, pharmacy, Veterinary medicine, Education, Agriculture, and other departments within the faculty of Science.

The academic staffs are programme leaders in charge of Biology, Botany and Zoology programmes. The examination officer who is also an academic staff is in charge of coordinating examinations in the department. Admission officer and he assists the head of department with admission cases, issues relating to SIWES are handled by academic staff who is the departmental SIWES officer. There is a PG coordinator and a PGDF coordinator, who assist the head of department with the operations of PG programmes and PG diploma in Fisheries.

Technical Unit: The chief technology is in charge of this unit and she supervises the technical staff in various laboratories, Botanical garden, Animal house and the workshops. She report to the head of department. The casual workers responsible for the cleaning of the department work with the chief technology and the secretary who report to the head of department for forward communication to the director of University health services from where they are posted to the department.

Administrative Unit: The secretary is in charge of the administrative work, she assists the head of department in the smooth running of the department and

supervision of other administrative staff work, such as typing, filling, receiving and dispatching of correspondence, attending to student matters both for undergraduate and postgraduates.

2.3 TEACHING STAFF TURNOVER

Staff Category/Designation	No. On. Payroll	Salary Scale/Step	No. of Resignations or Dismissals in the proceeding three years	Reasons for Resignation or Dismissal
Professor	14	CONUASS 07/	NIL	NA
Reader/Associate Prof.	5	CONUASS 06/	NIL	NA
Senior Lecturer	8	CONUASS 05/	NIL	NA
Lecturer I	4	CONUASS 04/	NIL	NA
Lecturer II	14	CONUASS 03/	NIL	NA
Assistant Lecturer	4	CONUASS 02/	NIL	NA
Graduate Assistant	12	CONUASS 02/	NIL	NA

Numbers in bracket indicate staff not on payroll.

2.4 Staffing

3.0 Name of Staff	Rank/Designation	F/T	Qualification, dates obtained and specialization, membership of professional association and number of publications	Post Qualification Work/Teaching experience and date, post held and the organization	Other responsibilities/interest in curricular and extra
(1)	(2)	(3)	(4)	(5)	(6)
Prof. J. Auta	Professor	Full-Time	B.Sc.1980, M.Sc.1985; Ph.D. 2001; Parasite immunology.	31 Years ABU	Teaching/Research
* Prof. A.U. Ezealor	Professor	Full-Time	B.Sc. 1978; M.Sc. 1985; Ph.D. 1995; Wildlife Biology, Life Fellow Nigerian Conservation Foundation, NCF	34 Years ABU	Teaching/Research
Prof. A.U. Khan	Professor	Full-Time	O/L 1957; A/L 1961; B.Sc. 1963;	27 Years ABU	Teaching/Research

			M.Sc. 1967; Ph.D. 1975. Mycology and Plant Pathology.		
Prof. J.K. Balogun	Professor	Full- Time	B.Sc. 1975; M.Sc. 1982; Ph.D. 1988; Fisheries.	20 Years ABU	Teaching/Reaseach
Prof. I.H. Nock	Professor	Full- Time	B.Sc. 1977, M.Sc. 1989, Ph.D. 2001, Fisheries Biology/Culture.	28 Years ABU	Teaching/Reaseach
Prof. T. Aken'Ova	Professor	Full- Time	B.Sc. 1973; M.Sc. 1983; Ph.D. 1998; Zoology, Parasitology, Taxonomy.	36 Years ABU	Teaching/Reaseach
Prof. S.J. Oniye	Professor	Full- Time	B.Sc. 1979, M.Sc. 1982,, PGDE 1990, PhD Fishery /Parasitology. Fisheries.	32 Years ABU	Teaching/Reaseach
Prof. S.P. Bako	Professor	Full- Time	B.Sc. 19186, M.Sc. 1990, Ph.D. 2000, Botany, Botanical Society of Nigeria.	27 Years ABU	Teaching/Reaseach
Prof. S.O. Alonge	Professor	Full- Time	B.Sc. 1985, M.Sc. 1988, Ph.D. 2000, Plant Physiology, Botanical Society of Nigeria.	28 Years ABU	Teaching/Reaseach
* Prof. P.A. Audu	Professor	Full- Time	B.Sc 1989, M.Sc 1991, Ph.D 1999; Parasitology.	22 Years ABU	Teaching/Reaseach
Prof. M.L. Balarabe	Professor	Full- Time	B.Sc. 1983, M.Sc. 1989, Ph.D. 2001. Environmental Biology, Hydrobiology, MIB (London).	24 Years ABU	Teaching/Reaseach
Prof. A. K. Adamu	Professor	Full- Time	B.Sc 1989, M.Sc 1993; Ph.D 2001, Cytology, Genetics and Breeding, GSN, MGCN, MAN, BSN,	37 Years ABU	Teaching/Reaseach
Prof. S. A.	Professor	Full-	B.Sc. 1983, M.Sc.	28 Years ABU	Teaching/Reaseach

Abdullahi		Time	1989, Ph.D. 1999, Fisheries, Nigeria Food Science & Tech. Asst., Applied Fisheries & Hydrology.		
Dr. (Mrs.) D.N. Iortsuun	Reader	Full-Time	B.Sc. 1976; M.Sc. 1981; Ph.D. 1997; Plant Physiology, Botanical Society of Nigeria,	30 Years ABU	Teaching/Reaseach
Prof. I.S. Ndams	Professor	Full-Time	B.Sc. 1980, M.Sc. 1987, Ph.D. 2004, Applied Entomology & Parasitology, Entomology Society of Nigeria, Nigerian Society of Parasitology, Biotechnology Society of Nigeria.	23 Years ABU	Teaching/Reaseach
Dr. S. Mu'azu	Senior Lecturer	Full-Time	B.Sc. 1966; Ph.D. 1973; Fungal Cytogenetics, BSN, GSN, ASN,	47 Years ABU	Teaching/Reaseach
* Dr. C.E. Mbah	Reader	Full-Time	B.Sc. 1983, M.Sc. 1987, Ph.D. 2002, Medical Entomology, Genetics, Nigerian Society for Aquatic Sciences, Entomological Society of Nigeria.	29 Years ABU	Teaching/Reaseach
Dr. E. Kogi	Senior Lecturer	Full-Time	B.Sc. 1985, M.Sc. 1989, Ph.D. 2001, Parasitology and Medical Entomology Society of Nigeria (ESN).	28 Years ABU	Teaching/Reaseach
Dr. J.A. Adakole	Reader	Full-Time	B.Sc. 1991, M.Sc. 1995, Ph.D. 2000, Zoology	17 Years ABU	Teaching/Reaseach

			Fisheries.		
Dr. (Mrs.) S.A. Luka	Senior Lecturer	Full-Time	B.Sc. 1991, M.Sc. 1997, Ph.D. 2006, Parasitology/Public Health NSP.	21 Years ABU	Teaching/Reaseach
Mr. D.A. Adebote	Senior Lecturer	Full-Time	B.Sc. 1994, M.S. 1998, Plant Physiology. BOSTON,	24 Years ABU	Teaching/Reaseach
Dr. D.S. Abolude	Reader	Full-Time	B.Sc. 1980, M.Sc. 1990. Ph.D Fisheries Biologist/Nutrition.	31 Years ABU	Teaching/Reaseach
Dr. T.T. Gbem	Senior Lecturer	Full-Time	B.Sc. 1993, M.Sc. 1998, Environmental Biology,	20 Years ABU	Teaching/Reaseach
Dr. M.A. Adelanwa	Reader	Full-Time	B.Sc. 1992, M.Sc., Ph.D. 2007, Plant Biosystematics	19 Years ABU	Teaching/Reaseach
Dr. D.B. Dangora	Senior Lecturer	Full-Time	B.Sc. 1983, M.Sc. 1988, Ph.D. 2000, Plant Pathology.	27 Years ABU	Teaching/Reaseach
Dr. Bashir Y. Abubakar	Lecturer I	Full-Time	B.Sc., M.Sc., Ph.D. 2011	9 Years ABU	Teaching/Reaseach
Dr. P.A. Wuyep	Senior Lecturer	Full-Time	B.Sc. 1990, M.Sc. 2001. Ph.D. 2007 Botanical Society of Nigeria, Society for General Microbiology (ISHAM).	17 Years ABU	Teaching/Reaseach
Dr. W.S. Japhet	Senior Lecturer	Full-Time	B.Sc. 1994, M.S. 1998, Plant Physiology. BOSTON,	18 Years ABU	Teaching/Reaseach
Dr. Dalhatu M. Shehu	Lecturer I	Full-Time	BSc., MSc	9 Years ABU	Teaching/Reaseach
Dr. I.M.K. Gadzama	Lecturer I	Full-Time	B.Sc., M.Sc. 2000, Zoological Society of Nigeria	13 Years ABU	Teaching/Reaseach
* Dr. Janet Nale Yakubu	Lecturer II	Full-Time	B.Sc.(Botany)1998, M.Sc .2004, The Botanical Society of Nigeria	13 Years ABU	Teaching/Reaseach

			(BOSON)		
* Dr. Tanko Dauda	Lecturer I	Full-Time	B.Sc. (Zoology) 1999, M.Sc, Ph.D 2012	13 Years ABU	Teaching/Reaseach
Mohammed A. Galadima	Lecturer II	Full-Time	B.Sc. Zoology, M.Sc Animal Science	5 Years ABU	Teaching/Reaseach
* Dr. Abullahi Ahmed Yusuf	Lecturer II	Full-Time	B.Sc Biology) 2000,M.Sc. 2004, PhD	8 Years ABU	Teaching/Reaseach
Mrs. Hannatu Musa	Lecturer II	Full-Time	B.Sc. Botany 2003, M.Sc	14 Years ABU	Teaching/Reaseach
Dr. Aliyu Ramatu E	Lecturer II	Full-Time	B.Sc Botany 2003, MSc, Ph.D. 2012	8 Years ABU	Teaching/Reaseach
*Dr. Ahii Mathias Chia	Lecturer II	Full-Time	B.Sc. Botany, M.Sc, PhD	8 Years ABU	Teaching/Reaseach
Mr. Sow John G.	Lecturer II	Full-Time	B.Sc. Zoology, M.Sc.	8 Years ABU	Teaching/Reaseach
Dr. Bolanle Suleiman	Lecturer II	Full-Time	B.Sc. Zoology 2003, M.Sc, PhD	7 Years ABU	Teaching/Reaseach
Mrs. E.B. Adelanwa	Asst. Lecturer	Full-Time	B.Sc Botany 2003, M.Sc	5 Years ABU	Teaching/Reaseach
Abak, Dambo	Asst. Lecturer	Full-Time	B.Sc. Zoology. M.Sc	5 Years ABU	Teaching/Reaseach
Mrs. Wandayi Bulus	Lecturer II	Full-Time	B.Sc., M.Sc. 2012	9 Years ABU	Teaching/Reaseach
Mrs. Aisha O. Musa	Lecturer II	Full-Time	B.Sc. Botany 2002, M.Sc	9 Years ABU	Teaching/Reaseach
Mr. Yahuza Tanimu	Asst. Lecturer	Full-Time	B.Sc Botany 2005, M.Sc	7 Years ABU	Teaching/Reaseach
*Mal. Habibu Aliyu	Assistant Lecturer	Full-Time	B.Sc Biology 2005 Msc	7 Years ABU	Teaching/Reaseach
Mrs. Yahaya, Adama	Graduate Assistant	Full-Time	B.Sc. Botany. 2007	4 Years ABU	Teaching/Reaseach
Yashim, Y. Esther	Graduate Assistant	Full-Time	B.Sc. Zoology. 2007	4 Years ABU	Teaching/Reaseach
Zongoma, Mohammed Aisha	Graduate Assistant	Full-Time	B.Sc. Botany 2007	3 Years ABU	Teaching/Reaseach
Saidu Abdullahi	Graduate Assistant	Full-Time	B.Sc. Botany 2007	3 Years ABU	Teaching/Reaseach
Bello	Graduate Assistant	Full-Time	B.Sc Biology	1 Year ABU	Teaching/Reaseach

Hadiza		Time			
Yusuf Abdullateef	Graduate Assistant	Full-Time	B.Sc Biology	1 Year ABU	Teaching/Reaseach
Alhassan Abdullahi Bala	Graduate Assistant	Full-Time	B.Sc Biology	1 Year ABU	Teaching/Reaseach
Wada Yanusa	Graduate Assistant	Full-Time	B.Sc Biology	1 Year ABU	Teaching/Reaseach
Dauda Suleiman	Graduate Assistant	Full-Time	B.Sc. Zoology	1 Year ABU	Teaching/Reaseach
Ahmed Jamila	Graduate Assistant	Full-Time	B.Sc Biology	1 Year ABU	Teaching/Reaseach
Abdullahi Hauwa Jimoh	Graduate Assistant	Full-Time	B.Sc Biology	1 Year ABU	Teaching/Reaseach
Ramadan Murshida	Graduate Assistant	Full-Time	B.Sc Biology	1 Year ABU	Teaching/Reaseach
Fatima Lawal	Graduate Assistant	Full-Time	B.Sc Biology	1 Year ABU	Teaching/Reaseach

* Staff on secondment or Leave of absence.

Laboratory Staff

Name	Rank/Designation Date of First Appointment	Qualifications, Dates Obtained Membership of Professional Association	Duties Performed/Courses Taught
R.B. Lasisi (Mrs)	Chief Technologist 7 th April, 1975	Wasc 1974, SLT Part I 1980, SLT Part II 1982, Member of institute of Science Technology London.	Overall supervision of all sections, administration of technical services to all staff and students, counter checking invoices before they are passed to the Head of Department for certification, supervision of the Departmental stores including receipt of chemicals and equipment.
Sylvanus E. Ojih	Assistant Chief Technologist 28 th February, 1983	GCE O/L 1982, SLT Part I 1988, SLT Part II 1990, HND 2006. Member of institute of Science Technology London.	Supervision of practicals works at 300 level physiology laboratory, and in charge of the Departmental analytical laboratory, assists in administrative duties, assists project and research work.
Mohammed Musa	Assistant Chief	FSLT 1971, STC 1980,	Supervision of the

	Technologist 6 th April, 1978	SLT Part I 1984, SLT Part II 1990, Herbarium Techniques cert. 1991, Advance Herbarium Techniques 1999, HND 2006.	Herbarium section, supervision of the cleaners, Botanical Garden, collection of Botanical materials for practicals at the all levels and teaching Herbarium Techniques and Management both at undergraduate and postgraduate levels.
Funmilayo Mienne Bamikunle (Mrs.)	Principal Technologist 3 rd March, 1986	FSLT 1977, SSCE 1982, ND SLT 1985, HND 1999, HND Micro/Viro 2000, Postgraduate Diploma 2007	Supervision of 400 level and mycology laboratory, preparation of practical classes, assisting students during practicals, also in charge of mycology project students.
Danyaro Abubakar Balarabe	Technologist 1 22 nd January, 1985	FSLC 1979, SSCE 1984, GCE O/L 1986, NIST 2003, HND 2005, AISLT 2007, ND 2004	Supervision of 100 level laboratory practical classes, preparation of practical items, and assisting students during the practical classes.
Hafsatu Umar Sani	Technologist 1 9 th November, 2005	SSCE 1991, Remedial 1993, University Degree 2001	Supervision of the Museum, collection of insects, preservation of material or specimen for future use etc.
Ibrahim Muhammad Bello	Technologist 1 10 th April, 2006	HND SLT 2005, OND SLT 1998, PRE ND SLT. 1996, Certificate SLT 1994 NECO 2002. Craft Training 1990	Supervision of 300 level Botany Practical Classes, Histological Techniques work, training others in the area of Histology.
Muhammed Ibrahim	Technologist II 4 th July, 1983	HND 2007, ND 2004, SLT 1990, Technician Course 1986, Grade II Teachers Cert. 1982, Cert. in Equipment maintenance 2011.	Supervision of 100 level laboratory, preparation of practical of practical classes and assisting students during practicals.
Hajara Audu (Miss)	Technologist II 15 th April, 1997	HND 2010/2011, ND 2006, Certificate course 1988, SSCE 1987	Supervision of 200 level laboratory, preparation of practical classes and assisting students during practical classes.

Rashida Abba Dewu 9Mrs)	Technologist II 28 th May, 2013	FLSC 1996, SSCE 2002, B.Sc Zoology 2011	Preparation of practical of practical classes and assisting students during practicals.
Hafsat Abubakar (Mrs)	Technologist II 28 th May, 2013	FSLC 1997, SSCE 2003, OND 2005, HND 2008 NYSC.	Preparation of practical of practical classes and assisting students during practicals.
Ibrahim Mohammed Sambo	Technologist II 28 th May, 2013	FSLC 1998, SSCE 2005, B.Sc Zoology 2010.	Preparation of practical of practical classes and assisting students during practicals.
Nafisah Bello	Technologist II 28 th May, 2013	FSLC 1998, SSCE 2004, B.Sc Botany 2010	Preparation of practical of practical classes and assisting students during practicals.
Namadi Sunusi	Technologist II 3 rd June, 2013	FSLC 1999, SSCE 2005, B.Sc Zoology 2010, OND Data Processing 2011.	Preparation of practical of practical classes and assisting students during practicals.
Akpaka Chemezie Peter	Technologist II 4 th June, 2013	OND 2007, HND 2010, NYSC 2011	Preparation of practical of practical classes and assisting students during practicals.
Malik Umar Aminu	Procurement Officer 22 nd December, 2011	SSCE 1997, B.Sc 2006, PGD 2010	Incharge of Departmental Store
Sunday A. Ogiji	Higher technical Officer 17 th September, 1997	FSLC 1981, GCE 1989, Grade III Cert. 1995, Grade II Cert. 1996, Grade I trade test 1996, ND 2007, HND 2011	In charge of electrical installation work in the Department.
Luka Ibrahim	Higher Technical officer. 15 th September, 2006	Cert. in Agric 1983, Diploma Freshwater fishery 1987, Cert. FDF 1991, Cert. NIFER 1994, OND fishery.	Supervision of the fishery section technically.
Abdulkadir Magaji	Senior Assistant Technologist 30 th April, 1997	HND 2007, ND 2005, BTC Certificate (SLT) 2000, SSCE 1990, FSLT 1983	Preparation of practical classes at 300 level physiology laboratory and assisting students during practical classes.

Babangida Mohammed	Senior Assistant Technologist 30 th April, 1997	ND 2007, SLT Cert. 2004, SSCE 1991, NECO 2002 FSLC 1983	Preparation of practical classes at 300 level physiology laboratory and assist students during practicals
Kingsley O. Solomon	Senior Assistant Technologist 30 th April, 1997	HND 2007, SLT 2003, SSCE 1992, FSLT 1986	Preparation of practical classes and assisting students during practical classes at 400 level laboratory.
Abdu Ibrahim	Senior Technical Assistant 2 nd May, 1997	HND 2006, ND SLC 2002, SSCE 1989	Assisting in collection of insects, and preservation of specimen in the museum.
Mohammed Sanusi Garba	Senior Assistant Technologist 9 th May, 1997	HND 2010, ND 2009, GCE 1989, store supervision Cert. 1996, FSLC 1983	Preparation of practical classes at 200 level laboratory and assisting students during practicals.
Jimoh Abubakar	Laboratory Attendant 30 th April, 1997	NECO 2009	Preparation of practical classes and assist students during practicals at 400 level laboratory.
Yusuf Yashim	Assistant Technologist 31 st January, 1985	Introductory Science Technicians course 1991. FSLC.	Preparation of practical classes and assisting students during practicals at 200 level laboratory.
Esther Tarfa (Mrs)	Senior Technical Assistant 12 th July, 1999	N.D SLT 2005, GCE O/L 1990, Cert. in Photo-interpretation 1990 ND in environmental Science 1993.	Preparation of practical classes at 300 level Botany laboratory and assisting students during practicals.
Ebu Damaris Morirejogun (Mrs)	Laboratory Assistant 15 th September, 1997	FSLC 1985, SSCE 1991, Diploma in purchasing and supply 1994.	Preparation of practical classes at 300 level Physiology laboratory.
Sunday Baba	Senior Technical Assistant 5 th February, 1998	SLT 2003, Cert. in instrumentation 2004, SSCE 1993, FSLC 1987	Preparation of practicals classes and assisting students during practicals at 200 level laboratory.
Wularikan Meslam	Senior Technical Assistant 27 th November, 1985	NIST 2006, BSLT 2004, SSCE 2011, FSLC 1979.	Assisting in the fishery laboratory, students project and research with students.
Saidu Umoru	Technical Officer 1 st August, 1969 (Now on Contract)	FSLC 1972	Assists in carrying out animal collection and museum maintenance.

	Appointment		
Sale Saidu	Senior Craftsman 30 th October, 1990	Trade test II 1991, Trade test II 1992, Trade test I 1993	Maintenance of Departmental furniture and assisting in student's research and undergraduate project work.
Isaac Gambo Tsamya	Senior Technical Assistant (Month to Month) 8 th July, 75	FSLC 1971	Preparation of practical classes and assisting students during practicals.
Zubairu Akale	Senior Gardener 30 th April, 1997	FSLC 1974 Staff Training Cert. 2004	Maintenance of Departmental Botanical Garden
Musa Muhammed	Senior Gardener 30 th April, 1997	FSLC 1989, SSCE 1996	Maintenance of Departmental Botanical Garden.
Suleiman Mohammed	Senior Garden Assistant 8 th May, 1997	FSLC 1969, Grade ii Cert. 1976	Maintenance of Departmental Botanical Garden
Salihu Abdu	Senior Garden Assistant 2 nd May, 1997	SSCE 1988, Basic Tech. Cert. in SLT 2002	Maintenance of Departmental Botanical Garden
Jibrin Dahiru	Laboratory Attendant 17 th July, 2009	SSCE 2010, FSLC 1994	Preparation of practical classes and assisting students during practicals.
Abubakar Mohammed	Driver/Mechanic 15 th July, 2008	FSLC 1998, Craft Apprentice Cert. 2002, Trade Test II 2002, SSCE 2004	Managing the Departmental vehicle.
Esther S. Yakusak	Laboratory Attendant 9 th June, 2011	FSLC 1986, SSCE 1992	Assisting in preparation of practical classes of 100 level laboratory
Isaac Dauda	Laboratory Assistant 9 th June, 2011	FSLC 1993, GCE 2008	Assisting in preparation of practicals classes at 300 level Botany laboratory.
Zipporah John	Laboratory Attendant 9 th June, 2011	FSLC 1995, GCE 2008	Assisting in preparation of practical classes at 400 level laboratory.
Surajudeen Muhammed	Laboratory Assistant 9 th June, 2011	FSLC 2002, NECO 2008	Assisting in preparation of practical classes at 200 level laboratory.
Comfort D. Nyam	Laboratory Assistant 9 th June, 2011	FSLC 2001, SSCE 2008, ND 2010	Assisting in preparation of practical classes at 200 level laboratory.
Micheal Mathias	Laboratory Assistant	FSLC 1996, GCE 2002	Assisting in preparation

	9 th June, 2011		of preservative at the museum, and collection of insects.
Isa M. Ibrahim	Laboratory Assistant 9 th June, 2011	FSLC 1998, GCE 2010	Assisting in preparation of practical classes at 100 level laboratory
Dahiru Adamu Kasim	Laboratory Attendant 9 th June, 2011	FSLC 2000, GCE 2011	Assisting in preparation of practical classes at 100 level laboratory
Ramatu Abdullahi	Laboratory Assistant 9 th June, 2011	FSLC 1994, SSCE,2000	Assisting in preparation of practical classes at 100 level laboratory.

ADMINISTRATIVE NON-TEACHING STAFF				
Name of Staff	Rank/Designation Date of First Appointment	Qualifications, Dates Obtained	Post Qualification Work Experience	Remarks
Habiba Yusuf (Mrs.)	Confidential Secretary I 29 th October, 2011	SSCE 2001, ND Sec. Studies 2006, Diploma in Computer Applications 2008, HND Sec. Studies 2008. NYSC Cert.	3Years	Overall supervision of the Administrative staff. Treating of incoming and outgoing mails, administration to all staff, students and visitors in the department.
Lami S. Kebe (Mrs.)	Chief Secretarial Assistant 15 th March, 1989	FSLC 1982, SSCE 1986, Cert. Sec IV Cert. 1994, Computer Applications Cert. 2002, KD. Poly 1990, Kad. Poly 1991	25 Years	In charge of the postgraduate school office and administration to the Departmental P.G. Students. Also assist the Departmental Secretary.
Hafsat Ibrahim (Mrs.)	Confidential Secretary II. 3 rd November, 1993	NECO 2008, CIVIL SERVICE EXAM 14 1993, Confidential Sec. course IV 1994, C S II 1998, CS II 2008	22 Years	Assist the Departmental secretary in typing of documents and collection of incoming mails and outgoing

				mails in the Department.
Mustapha M. Musibau	Computer Operator 1 st October, 2005	Cert. Information Tech. 2001 Diploma in computer engineering 2001, Diploma in comp. programming 2000, Diploma in comp. packages 2000, ND. SLT 1999, SSCE 1998	9 Years	Assist the examination officer in carrying out the duties in the exam office.
Yusuf G. Awai	Senior Caretaker 3 rd August, 1989	Grade II Cert. 1986, Basic clerical cert. 2002, Senior Basic clerical officer 2004, FSLC 1980	25 Years	Carry out clerical work and dispatch of outgoing mails.
A. Aliyu	Caretaker 8 th November, 1990	Senior clerical officer Cert. 2003, SSCE 1989	24 Years	In charge of locking and opening of Departmental entrance and laboratory doors, assisting in clerical work.
Ibrahim A. Ibrahim	Office Assistant 1 st August, 2013	FSLC 2001, SSCE 2001	1 Year	Carry out clerical work and dispatch of outgoing mails and assisting in office work.
Aliyu Umar	Office Assistant 29 th July, 2013	SSCE 2002, OND Computer 2003, OND Public Admin 2012	1 Year	Carry out clerical work and dispatch of outgoing mails and assisting in office work.
Saidu Tanimu	Office Assistant 19 th August, 2013.	FSLC 2002, SSCE 2008, OND 2010	1 Year	Carry out clerical work and dispatch of outgoing mails and assisting in office work.

Suleiman I. S. Zango	Senior Library Officer. 17 th December, 1985	FSLC 1975, T.C. II 1980, Snr Library Science 1991, Computer Cert. 2008	29 Years	In charge of the Departmental library – duty-cataloging, indexing, ans. Reference quarries.
Muritala Badamasi	Senior Library Assistant 6 th May, 1997	FSLC 1983, JSSCE 1982, SSCE 1994, Senior Library Asst. course 2007/2008	17 Years	Assist staff and students in the library.

3.0 INSTITUTIONAL ASSESMENT AND SWOT ANALYSIS

3.1 Strengths:

- Provision of basic training and opportunities for postgraduate research in Biology, Botany and Zoology.
- Award of 12 degrees at undergraduate and postgraduate levels (highest number in the Faculty of Science).
- Provision of basic knowledge of biology to other faculties of applied biology.
- Devoted and committed multidisciplinary staff.
- Multidisciplinary approach to teaching and research.
- Large and Solid physical infrastructural facilities
- Nationally and internally recognized herbarium, botanical garden and museum.
- Recognized fisheries and hydrobiology laboratories.
- Large and diverse students' population.
- Nationally accredited academic programmes.
- Community oriented services.
- Departmental library facilities.

3.2 Weaknesses:

- Under funding
- Erratic power and water supply
- Outdated and inadequate teaching and research facilities and equipment.
- Lack of current and up to date publications in the library.
- Lack of information technology facilities.
- Low morale and motivation of staff
- Overstretched facilities due to large number of students.
- Inadequate staffing.
- No linkages with industries and other external sources for support.
- Unserviceable equipment.

3.3 Opportunities:

- Large alumni base
- Linkages and collaboration potentials within and outside the country

- Research funding potentials from industries, agencies and organizations
- Taking advantage of global information technology and services

3.4 **Threats:**

- Trained qualified and experienced Staff leaving the Department for greener pastures.
- Unemployment for graduates of Biological Sciences
- Political instability and labour unrest
- Late admission of students
- Admission of poor quality students and students not interested in biology
- Admission of large number of students relative to facilities
- Bureaucratic delays in the release of funds meant for purchase of chemicals/reagents for the conduct of practical classes and other essential services
- Lack of exposure of staff to other institutions both nationally and internationally to acquire modern skills and technology
- Erratic power supply leading to the loss of important experiments and reagents
- Examination malpractice
- Inadequate security service

4.0 **TARGET SETTING/ PROJECTION**

DEPARTMENTAL MANDATE:

The department has three key mandates which are:

- **TEACHING**
- **RESEARCH AND INNOVATION**
- **COMMUNITY SERVICE AND DELIVERY**

4.1 **Teaching and learning**

GOAL 1

To review, redesign and refocus the content and the structure of academic programmes at undergraduate and postgraduate levels, with a view to producing high quality graduate that will meet the needs and challenges of the future.

Objectives:

1. To review existing curriculum in the department
2. To rationalize, merge and/or eliminate programmes and courses that are no longer relevant
3. To design new programmes and courses (curricula).

4. To submit reviews and design to the Faculty Board of Sciences for deliberations and onward submission to Academic Planning and Monitoring of the University.

Activities:

1. There are developed curricula for B.Sc Biology, Botany, Zoology, M.Sc , Ph.D Biology, Botany, Zoology and P.G.D.E Fisheries..
2. The B.Sc curriculum was reviewed some years ago to meet with the current trend in the field.
3. The M.Sc and Ph.D in Botany, Biology and Zoology have recently been reviewed to capture recent innovations peculiar to the field.

Timeline:

2013/2014 – 2014/2015

Responsibilities:

1. Standing committees (undergraduate and Postgraduate) on curriculum review comprising of senior and junior academic staff.

Resources Required:

1. Highly experienced academic staff with global outreach.
2. NUC minimum academic benchmark for undergraduate and postgraduate programmes.
3. Stationeries, Computers, Internet facilities e.t.c.

Status:

90% completed

Key Performance Indicators:

1. Evaluation of rate of graduation in respective degree classifications.
2. Establishment of feedback mechanisms for effective monitoring of alumni.

Goal 2

To review and refocused staff development programmes, through recruitment, training and retraining of staff in the department in order to achieved a balance between competence and performance.

Objectives:

1. Recruitment of senior and highly experienced academic and technical staff.
2. To strengthened the existing staff development and training strategies of the department.

3. Retention and training of best graduating student(s) as graduate assistant annually.

Activities

1. Currently the department has 58 academic and 44 technical staff. Of the 58 academic staff 14 are professors, 5 are readers, 8 are senior lecturers, 3 are lecturer I, 10 are lecturer II, 4 are assistant lecturers, and 13 are graduate assistants. Currently 6 academic staff are on study fellowship outside the country and 3 are pursuing their MSc and 5 are about to complete their terminal degrees within the university.
2. The academic strength of the department by 2018 is projected to include 17 professors, 3 senior lecturers, 6 lecturer I, 3 lecturer II, 7 assistant lecturer and 4 Graduate assistants.
3. The best graduating student(s) from 2014 – 2018 would be considered for employment as Graduate assistants.
4. It is projected that within the period under review, 15 members of academic staff would be awarded study fellowships; 10 PhD and 5 MSc.
5. It will be mandatory for all academic staff to attend at least one local conference or workshop annually and one international conference every three years.

Timeline

2014 – 2018

Responsibilities

1. Departmental appointment and promotion committees
2. Faculty appointment and promotion committee
3. Complex G appointment and promotion committee
4. Central appointment committee
5. University governing council

Resources

1. Adequate funding from government.
2. Grant from corporate bodies.
3. Donations from alumni and friends of the department.

Status

65% achieved

Key performance indicator:

1. Number of staff in training that successfully completed the study fellowship.
2. Number of staff appointed and promoted annually.
3. Rate of turnover of staffs.
4. Number of articles published in reputable peer review journals or conference proceedings or books.
5. Number of local and international conferences attended.

Goal 3

To design and provide an effective computerization and information technology for the department to meet the needs of learning, research and management in the future.

Objectives:

1. To identify and collate the requirements for computerization, internet connectivity of herbarium, museum, staff room, departmental library, office of the Head of Department, professorial offices, chief technologist and secretary's office.
2. To equip all classrooms, lecture theatres and teaching laboratories with functional SMART boards.
3. Provision of whiteboards, computers and other teaching aids in the offices of all academic and technical staff.
4. To computerize the department so as to benefit from modern information technology.
5. To acquire latest editions of textbooks and e-books in the field of Plant and animal, Molecular biology and environmental biology.
6. To encourage the use of visual supplementary instructors (VSI) in all lectures.
7. To design and equip a workshop for the maintenance of hard and software facilities.

Activities

1. Currently the department has 1 SMART board, 2 projectors and 9 whiteboards for the three programmes. The laboratory equipments and textbooks are outdated and inadequate.
2. The department has internet connectivity accessible to 70% of academic staff offices, classrooms, laboratories and departmental library.
3. Procurement and installation of 70 personal computers for academic, technical and administrative staff.
4. Acquisition and installation of 20 personal computers for the departmental library.
5. Acquisitions of photocopiers, scanners and other computer accessories for the departmental library.
6. Acquisition of 7 additional SMART boards.
7. Acquisition of latest editions of relevant textbooks and their e-copies.
8. Acquisition of 24 additional whiteboards.
9. Training members of staff to be e-learning compliant.

Timeline

2014 – 2018

Responsibilities

1. University management
2. The Information and Communication Technology (ICT) centre of the university.

Resources

1. Adequate funding from government.
2. Grant from corporate bodies.
3. Donations from alumni and friends of the department.

Status

15% achieved

Key performance indicator:

1. Number of the above mentioned items procured

Goal 4:

To identify, rehabilitate and equip existing classrooms, Biological garden, offices and laboratories to enhance teaching, learning and research.

Objectives:

1. To provide a lecture theater to accommodate the ever increasing student.
2. To provide 20 offices for senior staff with laboratory attached.
3. To provide 30 more offices to accommodate the academic staff.
4. To equip the offices with chairs, table, fans, refrigerator, air conditioners and rehabilitate the existing toilets.
5. To provide 5 more offices for technical , 3 for administrative staff and two for the Biological garden staff.
6. To provide 4 teaching laboratories (with capacity of 200 student per lab).
7. To acquire state of art laboratory equipments.
8. To establish library and inter-library linkages.
9. To develop inter-biological department linkages nationally and internationally.
10. To establish linkages and collaborations with industries, institutes, centres and other organisations and end users.
11. To provide one staff lounge and a seminar room with a sitting capacity of 150.

Activities:

1. The department recently rehabilitated and refurbished the staff room.
2. The P.G classroom and staff and student toilets were rehabilitated two years ago.
3. Four new offices were recently created for academic staff.
4. Rehabilitation of the library and procurement of three computers was recently done.
5. Two offices were constructed two years ago for the garden staff without necessary equipments.

Timeline

2014 – 2018

Responsibilities

1. University management
2. Department

Resources

1. Adequate funding from government.
2. Grant from corporate bodies.
3. Donations from alumni and friends of the department.

Status

20% achieved

Key performance indicator:

1. Number of the above mentioned items procured

Goal 5

To identify, diversify and enhance the revenue generating base of the department.

Objectives:

1. To identify and document the type of Biological materials and specimens that is of commercial value.
2. To revitalize the Departmental bio-consultancy outfit towards enhanced revenue generation.

Activities:

1. The production of fingerlings is to commence soonest in the department.
2. Raising of table size fish in the departmental pond to be sold to the University community.

Timeline:

2014-2018

Responsibilities:

1. The department
2. The alumni of the department.

Status:

5% achieved

Key Performance Indicator:

1. Adequate provision of manpower and infrastructure.

Goal 6

To establish a standard quality assurance mechanism with respect to examination management

Objectives

1. To establish a competent, efficient and reliable departmental examination office.
2. To ensure timely submission of examination questions and marking schemes through appropriate channels and format.
3. To ensure standardization of examination questions by departmental board of examiners and competent external examiners where required.
4. To provide adequate infrastructural and human resources for the proper conduct of examinations.
5. To ensure timely submission of marked scripts and result sheets through appropriate channels and format.
6. To ensure that all results are considered and approved by the departmental board of examiner, faculty academic board, senate standing committee and university senate.
7. To create transparent and easy channels for receiving and addressing complaints from students
8. To create a functional website domain that allows students and their sponsors' access to academic records of the student.
9. To create comprehensive examination logic that accommodates both old and updated curricula for the purpose of facilitating issuance of transcripts and confidential reports.

Activities

1. The department currently has a functional examination office headed by an examination officer who ensures timely submission and consideration of examination questions and marking schemes through appropriate channels and format and prepares result for consideration and approval by the appropriate authorities. The examination office is also responsible for preparation and issuance of transcripts and confidential reports.
2. To ensure development of an examination logic which incorporates course content and recognizes both old and updated versions of the various curricula.
3. To efficiently manage the departmental domain in the university website to allow students and their sponsors access to up to date records.

Timeline

2014 – 2018

Responsibilities

1. All academic staff
2. The ICT centre
3. University management

Resources

1. Internet infrastructure
2. Funds from university management and government
3. Funds from University Alumni.
4. Corporate and private donors.

Status

70% achieved.

Key performance indicator:

1. Existence of functional examination logic that has incorporated course and content and recognizes old and new curricula
2. Existence of functional departmental domain that allow access to student academics records.

Goal 7

To establish and implement a transparent, just, tangible reward and punishment policy.

Objectives

1. To create a prize regime that recognizes and encourages excellence in academic and sporting performances of students
2. To create a departmental policy that guarantees employment for the best graduating student(s) within the department.
3. To strengthen policies that encourages and rewards hardworking, conscientious and morally upright staff.
4. To strengthen the existing structures for investigating and handling misconducts by staff and students

Activities

1. Creating prizes for the best overall student, best female graduating student and the student with highest CGPA at each level annually.
2. Creating prizes for inter and intra departmental sporting activities.
3. The best graduating student(s) will be considered for employment as graduate assistants in the department.
4. The department shall recommend accelerated promotion for outstanding staff who meets requirements for such.
5. The department will recommend strengthening of the laws governing the activities of the ERIC and staff disciplinary committee.

Timeline

2014 – 2018

Responsibilities

1. The department
2. The University management
3. The University security service
4. Corporate and private organizations

Resources

1. Funds from university management and government
2. Funds from University Alumni.
3. Corporate and private donors.

Status

40% achieved.

Key performance indicator:

1. Number of students awarded prizes in various categories
2. Number of best students offered automatic employments
3. Number of staff given accelerated promotion.

4.2 MANDATE II: RESEARCH AND INNOVATION**Goal 1**

To establish a comprehensive research policy that ensures significant contributions to existing knowledge in the field of biology, botany, zoology , fisheries, environmental conservation and biotechnology relevant to the community and the growing trend in the field.

Objectives:

1. To ensure all researches at undergraduate and postgraduate contributes significantly to existing knowledge and/or contribute in addressing community problems.

Activities:

1. Approval of undergraduate and postgraduate research topics by supervisory committees
2. Presentation and consideration of postgraduate research proposals by academic staff of the department
3. Consideration and approval of postgraduate research topics by the department postgraduate committee, faculty postgraduate committee and board of school of postgraduate studies.
4. Subjecting final research projects reports, theses, and dissertations to internal and external examination.
5. Ensuring continuity of relevant and important researches in the department.
6. Establishing and maintaining data bank of important research information in the department.

Timeline

2014 – 2018

Responsibilities

1. The academic and technical staff of the department.
2. The faculty postgraduate committee.
3. The board of school of postgraduate studies.
4. Senior academic colleagues from other institutions.

Resources

1. Funds from university management and government
2. Research funds
3. Funds from University Alumni.
4. Corporate and private donors.

Status

80% achieved.

Key performance indicator:

1. Number of articles published in reputable peer reviewed journals and /or presented in academic conferences derived directly from research work carried out.

Goal 2

To establish a structure for a harmonized and coordinated research agenda

Objectives:

1. To create specialized research groups and laboratories to carry out a coordinated researches in industrial, food, medical and environmental biology and biotechnology

Activities:

1. The department shall create three specialized research groups consisting of academic from the three programmes and technical staff to address issues in medical, industrial, food, environmental and biotechnology.

Timeline

2014 – 2018

Responsibilities

1. All academic and technical staff of the department.
2. All postgraduate students.

Resources

1. Funds from university management and government
2. Research funds

3. Funds from University Alumni.
4. Corporate and private donors.

Status

25% achieved.

Key performance indicator:

1. Number of functional equipped specialist laboratory.
2. Number of articles published per research group in high impact journals annually.
3. Number of awarded research grants per group annually

Goal 3

To create conducive atmosphere that promotes multidisciplinary and international collaboration in research

Objectives

1. To encourage and strengthen the multidisciplinary approach to research
2. To create , encourage and enhance collaborative research with institutions and agencies around the world

Activities:

1. The department already has a policy for multidisciplinary research at the postgraduate level and most individual research activities are also multidisciplinary.
2. To broaden and enhance the research visibility of academic staff by encouraging the publication of their research findings in world class peer review journals
3. To encourage and support attendance of international conferences by academic staff for the purpose of enhancing research linkages with their international counterparts.
4. To create committees that will source for new funded projects and strengthen existing ones.

Timeline

2014 – 2018

Responsibilities

1. All academic staff of the department.

Resources

1. Funds from university management and government
2. Research funds
3. Funds from University Alumni.
4. Corporate and private donors.

Status

65% achieved.

Key performance indicator:.

1. Number of articles published in reputable peer review journals by staff and students.
2. Number of existing funded research projects reviewed/strengthened and new ones acquired.
3. Number of international linkages established.
4. Number of international conferences attended.

Goal 4

To put in place mechanism in translating basic research finding into viable commercial products/Establishment of center of excellence for freshwater biology and center of excellence savanna trees .

Objectives

1. To re-orient staff to conduct research activities tailored towards providing practical solution to the problem of our immediate community.
2. To set up mechanisms to allow the patenting of innovations by relevant governmental agencies.
3. To establish strong and viable linkages with the relevant industries for the development of industrially related research activities.

Activities

1. The department shall organize intra-departmental workshops and seminars to be facilitated by reputable experts to re-orient staff.
2. The department shall create a committee to promote innovation and facilitate patenting processes.
3. The department shall use existing SIWES program and postgraduate students from the industrial sector as outreach avenues to industries and agencies for the purpose of understanding the needs and challenges of the industries.
4. Sourcing for research funding from industries through memorandum of understanding with relevant industries/ agencies.

Timeline

2014 – 2018

Responsibilities

1. All academic and technical staff of the department.
2. Students on SIWES and postgraduate students working in the industrial sector.
3. The university patenting office.
4. The national patenting agency.

Resources

1. Funds from university management and government

1. Research funds
2. Funds from University Alumni.
3. Corporate and private donors.

Status

20% achieved.

Key performance indicator:

1. Number of re-orientation workshops or seminars organized.
2. Existence of functional departmental patenting committee.
3. Number of research grants received from relevant industries.

MANDATE III: COMMUNITY DEVELOPMENT**Goal 1**

To provide specialist training to meet the manpower needs of the immediate community.

Objectives

1. To design and implement training programs to meet specialized needs of professionals in the field.

Activities

1. The department shall organize training sessions for professionals in the field of water treatment, environmental protection, horticulture, afforestation, bio control and prevention as well as small and medium scale industrial processes.

Timeline

2014 – 2018

Responsibilities

1. All academic and technical staff of the department.
2. All postgraduate students.

Resources

1. Funds from university management and government
2. Funding from student charges.
3. Funds from University Alumni.
4. Corporate and private donors.

Status

40% achieved.

Key performance indicator:

1. Number of training sessions organized.

Goal 2

To set up a mechanism for timely quality feedback from the community for the purpose of self-appraisal and improvement.

Objectives

1. To formulate a mechanism for assessing the impact of our products in the community.
2. Developing prospective strategies aimed at incorporating solutions to new challenges into the new curriculum.

Activities

1. The department create an interactive sessions with the community to gather data to determine the quality and relevance of our man power training program for the community.
2. The department will set up a committee to analyze data gathered from the field and make recommendation on suitable adjustment in the training curriculum.
3. The department shall have a regular review of the training curricula.

Timeline

2014 – 2018

Responsibilities

1. All academic and technical staff of the department.
2. Members of the communities benefitting from the services.

Resources

1. Funds from university management and government

Status

10% achieved.

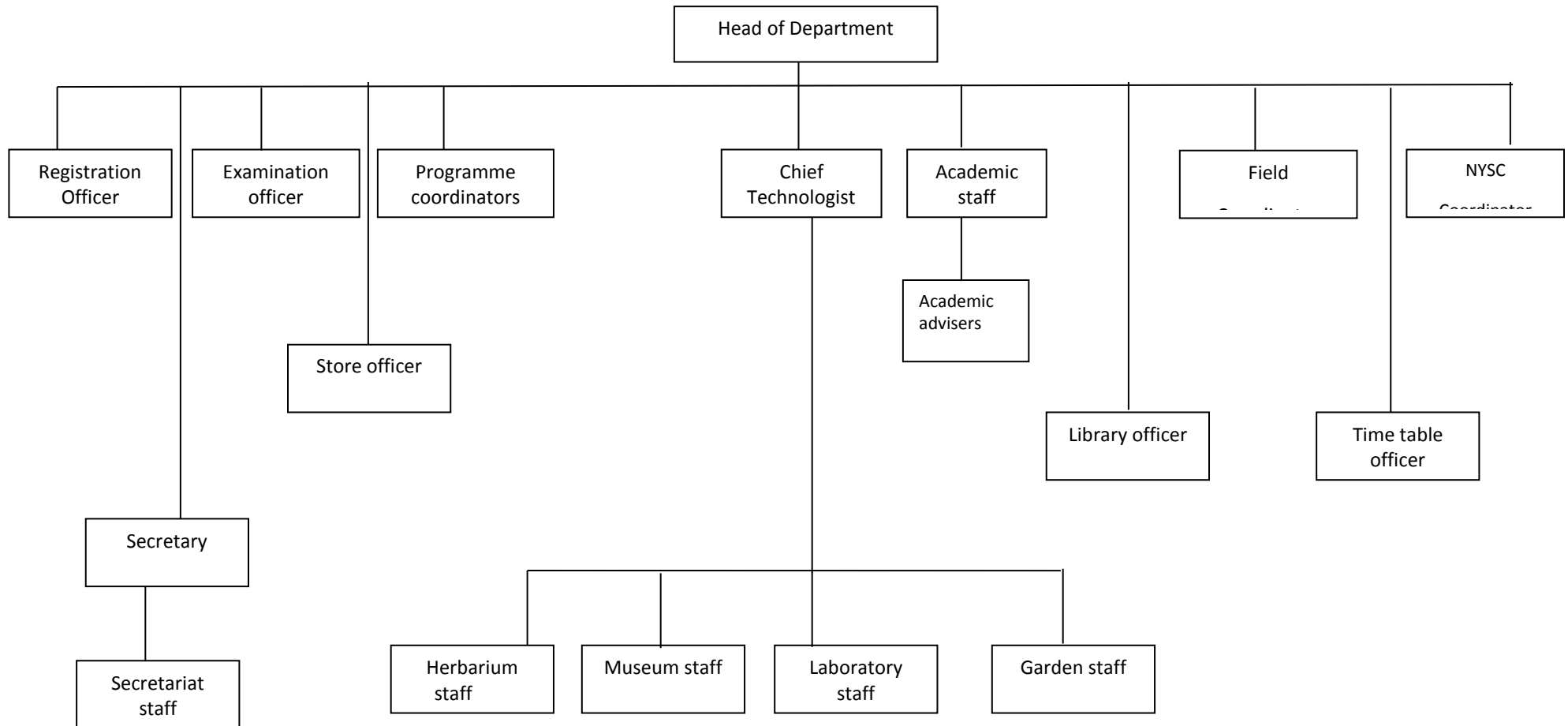
Key performance indicator:

1. Number of responses received from beneficiaries of our programs.
2. Number and quality of curriculum reviews that are a direct consequence of the feedback mechanism.

5.0 ORGANIZATIONAL STRUCTURE

The Head of Department (HOD) is directly responsible to the Vice Chancellor for the general day-to-day administration of Department. He is the Chief Examiner of the Department and functions as chairman during any Departmental Staff meeting.

CURRENT ORGANOGRAM



6.0 STRATEGIC OPTIONS
6.0 SWOT Analysis

INTERNAL ENVIRONMENTAL ASSESSEMENT	STRENGTHS	WEAKNESSES
	<ul style="list-style-type: none"> ➤ Large department currently awarding 3 degrees at undergraduate, 5 at M.Sc. 4, at Ph.D. levels. ➤ Devoted and committed multidiscipline staff. ➤ Large and solid physical infrastructural facilities ➤ National and international recognized botanical garden herbarium and museum ➤ Specialized laboratories such as fisheries, hydrobiology, cytology and genetics, parasitology and entomology ➤ Large and diverse student population. ➤ National accreditation programmes. ➤ Community oriented services ➤ Departmental library facilities. ➤ The only department that offers basic training and research in Biology, Botany, and Zoology. ➤ Faculties of applied biology derived their knowledge of Biology from the department. 	<ul style="list-style-type: none"> • Under funding ➤ Erratic power and water supply ➤ Outdated and inadequate teaching and research facilities and equipment ➤ Lack of information technology facilities ➤ Low morale and motivation of Staff. ➤ Overstretched facilities due to large number of students. ➤ Inadequate staffing ➤ No linkages with industries and other external sources for support ➤ Unserviceable equipment.

<p>EXTERNAL ENVIRONMENTAL ASSESSMENT</p>		
<p>OPPORTUNITIES</p> <ul style="list-style-type: none"> ➤ Large alumni base ➤ Linkages and collaboration potentials within and outside the country. ➤ Research support potentials from catchments areas. ➤ Taking advantages of technology and services. 	<p>S-O (STRATEGIC OPTION)</p> <ul style="list-style-type: none"> ➤ Opportunities exist through botanical garden, herbarium and museum to link up with outside world through information technology. ➤ Establishment of units for the supply of biological materials e.g. slides; seedlings fingerlings stuffed animals and locally preserved specimens. ➤ Establishment of Bioconsultancy units for biogas, fisheries, hydrobiology, environment biotechnology, forestry, wildlife management and pest management. ➤ Utilization of alumni for resources mobilization 	<p>W-O(STRATEGIC OPTIONS)</p> <ul style="list-style-type: none"> ➤ Exploration of linkages and collaboration potentials from within and outside the university in addition to internal mechanism for rewarding hard work to reduce industrial unrest and improved productivity. ➤ Update, review and reactivate teaching, research facilities and publications, utilizing global information technology and services. ➤ Disposal of unserviceable and obsolete equipment or cannibalization to produce functional ones.
<p>THREATS</p> <ul style="list-style-type: none"> ➤ Trained qualified and experience staff leaving the department for greener pasture. ➤ Unemployment for graduates of Biological Sciences 	<p>S-T (STRATEGIC OPTION)</p> <ul style="list-style-type: none"> ➤ Staff welfare at all levels and motivation, through promotion as and when due, inadequate facilities, free education for children, employment of spouses, loans, reward for hard 	<p>W-T (STRATEGIC OPTION)</p> <ul style="list-style-type: none"> ➤ Improved revenue generation through sales of Biological specimens, seedlings etc. ➤ Vibrant Bio-consultancy services. ➤ Improved of welfare facilities

<ul style="list-style-type: none"> ➤ Political instability and labour unrest. Admission of poor quality students Bureaucratic delays in the release of funds meant for purchase of chemicals. Reagents for conduct of practical. ➤ Inbreeding and lack of exposure of staff to other institutions both nationally and internally to acquire modern skills and technology ➤ Inadequate or lack of funding for national and international conferences. ➤ Erratic power supply leading to loss of important experiments, specimen and reagents ➤ Inadequate security services ➤ Late admission of students ➤ Admission of large number of students relative to facilities. ➤ Examination malpractice 	<p>work etc.</p> <ul style="list-style-type: none"> ➤ Training and retraining of staff both locally and internationally ➤ High quality training of students at both undergraduate and postgraduate levels ➤ Re-orientation of graduates to be job creators and not job seekers ➤ Introduction of SIWES programme and industrial linkages e.g. community research ➤ Active involvement of the Department in the admission of students. ➤ Improved internally generated revenue by the department-owned outfit to upset delays in the release of funds. ➤ Adequate funding of conference both within and outside the country ➤ Improved water and power supplies ➤ Adequate security means in the department and the University 	<p>for staff.</p> <ul style="list-style-type: none"> ➤ Good and furnished staff room with conference table , coffee facilities, Newspapers, cable satellites etc. <ul style="list-style-type: none"> • Regular water supply • Provision and/or maintenance of office facilities such as Air conditioner, fans, refrigerator etc. • Provision of telephone services in the administrative and professorial offices • Provision of modern teaching and research facilities • Connectivity of Internet at the departmental level • Appointment of course coordinators by the head of department • Review and enhancement of the security system through retraining, equipping, coordinating and involvement of immediate communities.
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28th April, 2014.

The Vice-Chancellor,
Ahmadu Bello University,
Zaria.

Through:
The Dean,
Faculty of Sciences,
Ahmadu Bello University,
Zaria.

Dear Sir,

SUBMISSION OF 2014 – 2018 STRATEGIC PLAN FOR THE DEPARTMENT OF BIOLOGICAL SCIENCES

With reference to the strategic planning committee letter dated 14th April, 2014, we hereby submit a copy of the departmental strategic plan.

Thank you for your kind cooperation.

Yours faithfully

Prof. A.K. ADAMU
Head of Department

Cc: Chairman, Faculty Strategic Planning Committee