



SPECIAL EDITION NIALS DIGEST

**NIALS PERFORMANCE REPORT UNDER
THE LEADERSHIP OF DG PROF. M.T. LADAN:
NIALS GOVERNING COUNCIL
PERFORMANCE REPORT
2019-2024**

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Prepared by Danjuma Tangni

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PERFORMANCE REPORT OF NIALS' GOVERNING COUNCIL COVERING 2019 - 2024

1. PREAMBLE

The Governing Council of the Nigerian Institute of Advanced Legal Studies (NIALS), as encapsulated in the Institute's Act, is tasked with formulating broad policies for the Institute and ensuring the effective implementation of such policies all aimed at strengthening the Institute's capacity to fulfil its mandate, while constantly adapting to emerging challenges and opportunities.

2. DATE OF APPOINTMENT OF CURRENT GOVERNING COUNCIL MEMBERS

Council was reconstituted and inaugurated on May 28, 2019, for an initial term of Three (3) years (May 13, 2019, to May 13, 2022). It is noteworthy that, there was no Governing Council in place between 2015 and May 2019.

Following the expiration of the initial term, all the Council Members were reappointed in May 2022 for a second Three (3) year term covering May 2022 - May 2025.

3. COMPOSITION AND RELATIONSHIP WITH MANAGEMENT

The Governing Council consists of Eighteen (18) esteemed members with the a sitting Chief Justice of Nigeria (CJN) as Chairman.

During the first tenure, the Council membership was chaired by Hon. Justice Ibrahim Tanko Muhammad, GCON (then CJN). Five (5) individuals - Chief Adegoyega S. Awomolo, SAN; Mrs Ibirobo Tamuno-Adekola; Mr Illo K. Sanusi, SAN; Mr Bernard Hom, SAN and Professor Ridwan Matazu were appointed by the President as members of Council on their individual merit. Also, Deans of Law were drawn from the University of Lagos (South-West); University of Jos (North-Central); University of Maiduguri (North-East); Ahmadu Bello University, Zaria (North-West) and Rivers State University, Port-Harcourt (South-South) with Hon. Grand Kadi Abdullahi Yakubu Marafa (Rtd.) nominated by the Chief Justice of Nigeria as a Representative of Judiciary. Other members include Director-General of the NIALS, Professor Muhammed Tawfiq

Ladan, PhD.; Director-General of the Nigerian Law School; President of the Nigerian Bar Association; representatives from the Federal Ministry of Justice and the Federal Ministry responsible for higher education. The Institute Secretary serves as the Secretary to the Governing Council statutorily.

During the second term of the Council, His Lordship, Hon. Justice Olukayode Ariwoola, GCON assumed the Chairmanship of the Council with the retirement of his predecessor.

Since its inauguration, the Governing Council has worked in close collaboration with the Institute's Management to drive strategic initiatives that have significantly advanced the Institute's mission and vision. This partnership has led to the successful implementation of key policies and innovations, resulting in notable advancements in legal research, education, and public service. The imperative collaboration has also fostered a culture of excellence, contributing to enhanced staff performance and institutional growth.

4. TOTAL NUMBER OF MEETINGS HELD

Since the Governing Council's inauguration, a total of Seven (7) regular meetings have been held, leading to significant resolutions with tangible positive outcomes. During the Council's first Three-year term from May 2019 to May 2022, the following meetings took place:-

- **46th Regular Meeting on 16th July 2019**
- **47th Regular Meeting on 27th July 2020**
- **48th Regular Meeting on 10th June 2021**
- **49th Regular Meeting on 1st March 2022**

Following the Council's reappointment, Three (3) additional regular meetings were convened:-

- **50th Regular Meeting on 17th January 2023**
- **51st Regular Meeting on 4th December 2023**
- **52nd Regular Meeting in 2nd July 2024**

In addition to these, the Appointment and Promotions Committee (A&PC), a sub-committee of Council responsible for making recommendations to the Governing Council on staff promotions, conducted Five (5) meetings:-

- **December 12, 2019** - For 2019 promotion exercise, including the clearance of the promotion backlog from 2016, 2017, and 2018

- **March 30, 2021** - For 2020 promotion exercise
- **December 2, 2021**- For 2021 promotion exercise
- **December 15, 2022**- For 2022 promotion exercise
- **May 9, 2024**- For 2023 promotion exercise

5. KEY APPROVALS GIVEN AND RESOLUTIONS PASSED

- Consideration and approval of backlog of promotion exercises covering 2016-2019. Many staff had been stagnated for several years thereby negatively affecting their morale and productivity. The promotion arrears were all cleared.
- The Council considered and reviewed the 2008 Regulations Governing the Conditions of Service of the Institute as well as Scheme of Service which were no longer in tune with extant realities. The organogram of the Institute was also expanded to pave way for staff who had been stagnated between one and two decades and clearly opened up the top echelon of the hierarchy. This was unprecedented innovation and staff now aspire to various positions as Directors in different cadres. This, was hitherto, never applicable and had demoralized several staff over previous years to resulting in low productivity.
- Promotion exercises covering 2020 and 2021 were painstakingly undertaken and these efforts have straightened the promotion calendar of the Institute. The backlogs of the promotion arrears were equally cleared. This has tremendously boosted the morale of staff and productivity has been greatly enhanced.
- Staff capacity building was undertaken in various Departments at academic and non-academic cadres. These led to the Institute producing many academic staff at professorial level thus raising the bar of engagement.
- The Body of Fellows of the Institute was reinvigorated to effectively contribute to the overall development of the Institute.
- Preliminary work commenced on infrastructural development at the permanent site of the Institute with perimeter fencing undertaken, along with appreciable work at foundation level of the Administrative Block.

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- In line with Federal Government directives for MDAS to enter into Public Private Partnership (PPP) for infrastructural development, the Governing Council considered and approved the framework for adopting the arrangement as a deliberate way of fast tracking physical development at the permanent site.
- Management addressed a letter to Mr President in February 2023 through the HAGF on special funding request for the development of the permanent site and this has so far received positive signals and prospects as the Institute is expecting the intervention within the financial year and subsequent fiscal years.
- Council directed the Institute Management to meet with the Executive Secretary of TETFUND to discuss the need to reinterpret the existing Law of the Fund which concentrated only on conventional Tertiary Institutions covering public Universities, Polytechnics and Colleges of Education nationwide so that TETFUND could expand its purview to national research institutes like NIALS. The effort is ongoing.
- Council commenced the review of the Institute's enabling Law, set up a Committee of Council Members to carefully look into the extant Act and draft copies of proposed Amendment articulated by Management and other stakeholders with necessary inputs. The inputs were submitted to Council at its meeting on 2nd July 2024 with Council further directing the Committee to review some critical aspects and resubmit to Council for final consideration and forwarding to the Honourable Attorney General of the Federation for onward transmission to the National Assembly for legislative inputs and consideration.
- On the process for the replacement of exited staff, Chairman of Council on behalf of the Institute forwarded an intervention request for waiver letter to the Head of the Civil Service and the issue is still being vigorously pursued to logical conclusion.
- Reconstitution the membership of the Appointment and Promotion Committee (A&PC) and ratification of recommendations of the reconstituted A&PC on the 2023 staff promotion exercise resulting in the promotion of Eleven (11) academic and Fifty-Two (52) non-academic staff bringing the total number of promotion exercises (2016-2023) ratified and approved by the Governing Council to Eight (8).

6. CHALLENGES AND PROSPECTS

In view of foregoing scenario, a few challenges are however highlighted thus:-

- (i) The sustained understanding, support and cooperation should be reciprocated through enhanced increase in their honoraria from time to time in view of prevailing hyperinflation. The paucity of funds at Management's disposal created this challenge, but with increased funding, such can be sorted out to boost their morale. Similarly, some funds can be periodically and frequently made available to Council Secretariat to enhance regular contacts with Council Members through phone calls, sms, email and Whatsapp to ascertain their welfare. This gives them greater sense of belonging and rededication to the Institute.

Finally, the total commitment of the Council within the reviewing period is unprecedented and should be sustained as much as possible.

7. SUMMATION

From 2019 to 2024, the Governing Council of the Nigerian Institute of Advanced Legal Studies (NIALS) has played a vital and strategic role in guiding the Institute. Through regular meetings and strong collaboration with the Management, the Council made important decisions/resolutions that greatly helped the Institute grow and enjoy unprecedented development. By focusing on academic excellence, supporting research, and enhancing staff development, the Council invariably strengthened NIALS and ensured it remains relevant in the field of legal studies enhancement.

In a nutshell, Council's efforts have laid a solid foundation for the future, making NIALS a foremost institution in legal research and education. I am therefore highly delighted and fulfilled to present the above impressive Report as Council enjoyed very robust and fruitful relationship with Management throughout the period under review.

8. CONCLUSION

The outgoing Director-General galvanized all needed impetus to ensure the effective functionality of the Secretariat and thus boosted the morale of staff greatly. I hope that the tempo will be continually sustained for more and greater productivity.

Current Governing Council (2019)

S/No.	NAME	POSITION
1.	Hon. Justice Ibrahim T. Mohammed, CFR, FNIALS	Chairman
2.	Chief Adegboyega Awomolo, SAN, FNIALS	Member
3.	Mrs. Ibirobo Tamuno-Adekola	Member
4.	Prof. Abubakar Ridwanu Matazu	Member
5.	I.K. Sanusi, SAN.	Member
6.	Mr. Bernard Hon, SAN	Member
7.	Mr. Haruna Alabi Isa	Member
8.	Mrs. Ajibade Oluwagbemisola	Member
9.	Dean of Law, University of Lagos, Lagos	Member
10.	Dean of Law, University of Nigeria, Nsukka	Member
11.	Dean of Law, Rivers State University of Science & Tech.	Member
12.	Dean of Law, Ahmadu Bello University, Zaria	Member
13.	Dean of Law, University of Jos, Jos	Member
14.	Dean of Law, University of Maiduguri, Maiduguri	Member
15.	Member of the Judiciary nominated by the CJN	Member
16.	Director General , Nigerian Law School	Member
17.	Representative of the Nigerian Bar Association	Member
18.	Director General of NIALS	Member

The Director General is appointed by the President of the Federal Republic of Nigeria and is the Chief executive of the Institute. He is responsible for the execution of the policies and decisions of the Governing Council and the day-to-day running of the affairs of the Institute. Professor Muhammed Tawfiq Ladan formally took over the mantle of leadership of the Institute as Director General with effect from the 9 September, 2020.

with the end of the tenure of Prof Adekunle Adedeji as DG of the Institute on the 24th of May, 2019, the Director of Research took over the management of the Institute pending the appointment of a new Director General. Professor Paul Obo Idornigie handled the day to day affairs of the Institute till 18 September, 2019 when a new Director General was appointed. The incumbent Director General, Professor Muhammed Tawfiq Ladan formally took over the mantle of leadership of the Institute with effect from the 9 September, 2019.

The NIALS Act also provides for the positions of the Principal Officers. According to section 6, the Institute Bursar, the Institute Secretary and the Institute Librarian are principal officers.

Institute Governing Council

The Institute's Governing Council as provided in section 2 of the NIALS Act comprises of eighteen (18) members, drawn from Deans of law faculties of various universities, the Nigerian Law School, an array of other eminent legal scholars, and a representative of the Nigerian Bar Association (NBA). The Chairman of the Governing Council is traditionally the serving Chief Justice of Nigeria (CJN).

The current Governing Council was duly constituted and inaugurated on 28th May, 2019 by the Honorable Attorney General of the Federation and Minister for Justice Mr. Abubakar Malami, SAN.

S/No.	NAME	POSITION
1.	Hon. Justice Ibrahim T. Mohammed, CFR, FNIALS	Chairman
2.	Chief Adegboyega Awomolo, SAN, FNIALS	Member
3.	Mrs. Ibirobo Tamuno-Adekola	Member
4.	Prof. Abubakar Ridwanu Matazu	Member
5.	I.K. Sanusi, SAN	Member
6.	Mr. Bernard Hon, SAN	Member
7.	Mr. Haruna Alabi Isa	Member
8.	Mrs. Ajibade Oluwagbemisola	Member
9.	Dean of Law, University of Lagos, Lagos	Member
10.	Dean of Law, University of Nigeria, Nsukka	Member
11.	Dean of Law, Rivers State University of Science & Tech.	Member
12.	Dean of Law, Ahmadu Bello University, Zaria	Member
13.	Dean of Law, University of Jos, Jos	Member
14.	Dean of Law, University of Maiduguri, Maiduguri	Member
15.	Member of the Judiciary nominated by the CJN	Member
16.	Director General, Nigerian Law School	Member
17.	Representative of the Nigerian Bar Association	Member
18.	Director General of NIALS	Member

Chief Justice of Nigeria/ Chairman of Council (His Lordship Hon. Justice Ibrahim Tanko Muhammad) with 14 Council members who participated physically (NBA President, Mr AKpata, Chief A Arowomo SAN, Mr. Sanusi ILo, SAN, Deans of Law UNNE, ABUZ, Unimaid & Jos, Professor Matazu, Director-General Law School & Director-General NIALS Professor Muhammed Tawfiq Ladan. While 4 joined us Virtually: Deans of Law Unilag & RSUT (Professor Ige & Professor Okene), Mr Hom SAN & Ms. SAN.



Director-General with Institute Secretary & NIALS Admin & Bursary Staff that supported us at the meeting



Director-General NIALS with CJN



Pictures of council members & support staff on 10th June 2021 at the 48th NIALS Governing Council meeting held at Rockview hotel Royale, Abuja.



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Other Council members that joined us Virtually from Lagos include Mrs Ibirobo Tamuno-Adekola SAN



Picture showing Council Chairman with Chief Ade Awolomo SAN and the council in session



NIALS 49TH REGULAR COUNCIL MEETING

The Governing Council of Nigerian Institute of Advanced Legal Studies at its 49th Regular Council meeting held on 1st March, 2022 at the Old Supreme Court Room, Abuja, ratified the promotion of four (4) Professorial Ranks staff.

They are;

1. Professor Udombana Ngozi Justina
2. Associate Professor Rita Chinelo Joho-Okeke
3. Associate Professor Irekpitan Okukpon
4. Associate Professor Osato Eruaga



NIALS 50TH GOVERNING COUNCIL MEETING

The 50th Governing Council meeting / Inaugural under the chairmanship of the Chief Justice of Nigeria, Honorable Justice Olukayode Ariwoola GCON that Approved the 2022 Staff Promotion as Recommended by the Council's A& PC with effect from 1st January 2023 met on Tuesday, 17th January, 2023.

Summary of 2022 Promotion exercise as approved by the Council are as follows;

Non-academics Staff: Forty-two (42) non-academics Staff were successful out of a total of forty eight (48)

Academic Staff: Nine (9) were successful out of a total of Twenty four (24) staff shortlisted for internal assessment. Two(2) for Professorship, Two(2) for Associate Professors, Three (3) for Senior Research Fellow, Two(2) for Research fellow I.

The Chief Justice of Nigeria approved the promotion on Tuesday, 17th January, 2023 during the Institute's Hybrid Inaugural/50th Regular meeting of Nigerian Institute of Advanced Legal Studies Governing Council as recommended by the Council's Appointment and Promotion Committee.

During the meeting, the Chief Justice of Nigeria who was assisted by the Director General of the Institute, Professor Muhammad Tawfiq Ladan PhD alongside other council members unveiled 2019-2023 publications of the Institute.



51ST COUNCIL MEETING

Nigerian Institute of Advanced Legal Studies Governing Council held her 51st Council meeting on Monday 4th December, 2023 at the Supreme Court Complex, Abuja with the Honorable Chief Justice of the Federation, Honorable Justice Olukayode Ariwoola as Chairman.

In attendance were the Director General of Nigerian Institute of Advanced Legal Studies, Professor Muhammed Tawfiq Ladan PhD, Chief Awomolo SAN, the Director General Nigerian Law School, Professor Isa Ciroma SAN, the Nigerian Bar Association President, Mr Yakubu Chonoko Maikyau SAN, Barrister (Mrs) Adekoya, Sanusi Ilo SAN, Professor Abubakar Matazu, Deans of Law from Amadu Bello University, Professor Salim Magashi, University of Nigeria Nsukka, Professor Ifeoma Enemo, Rivers State University, Port Harcourt, Professor Chris Wigwe SAN, University of Maiduguri, Professor Muhammad Bukar, University of Lagos, Professor Ige Bolodeoku, and University of Jos, Professor Francis Kwede. Also at the meeting were the Ex Grandi Khadi of Bauchi State, Honorable Abdullahi Marafa, representative of the Federal Ministry of Education, Ms Blessing and Council Secretariat staff.



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NIALS GOVERNING COUNCIL

Nigerian Institute of Advanced Legal Studies Governing Council meeting held its 52nd Regular meeting on Tuesday, 2nd July, 2024 at the Supreme Court of Nigeria Complex. The Council chaired by the Honorable Chief Justice of Nigeria, Honorable Justice Olukayode Ariwoola approved the 2023 promotion of eleven (11) Academic and Fifty Two (52) Non Academic staff to various ranks.

The Director General, Nigerian Institute of Advanced Legal Studies, Professor Muhammed Tawfiq Ladan, PhD subsequently directed the Institute Secretary and Secretary to the Council, Mr Ademola Sharafadeen Tiamiyu to issue promotion letters from Friday, 5th July, 2024.

Congratulations to all the promoted staff!!!



