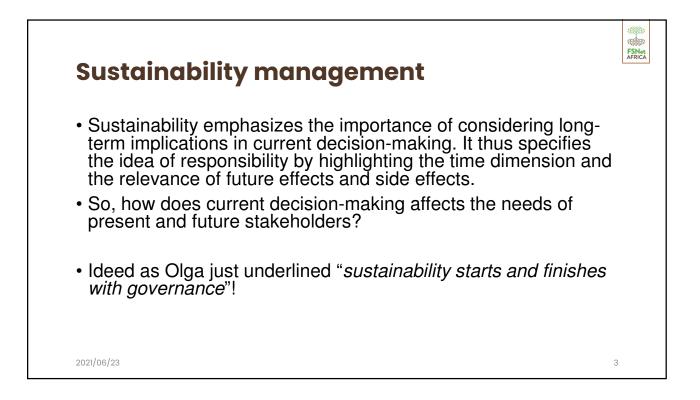
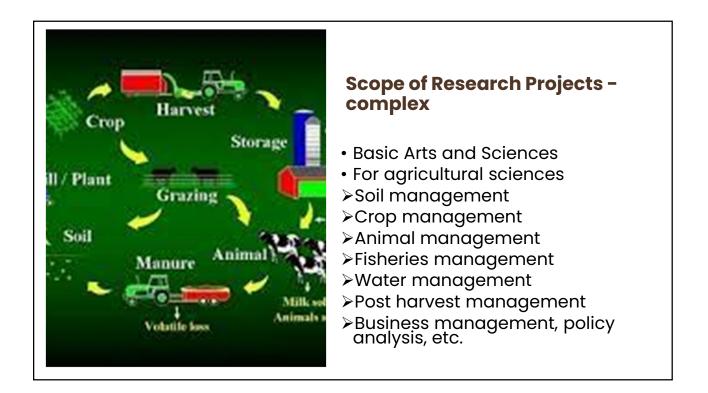


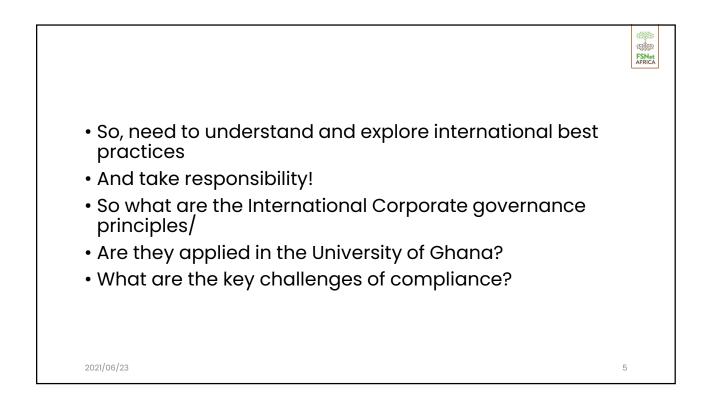


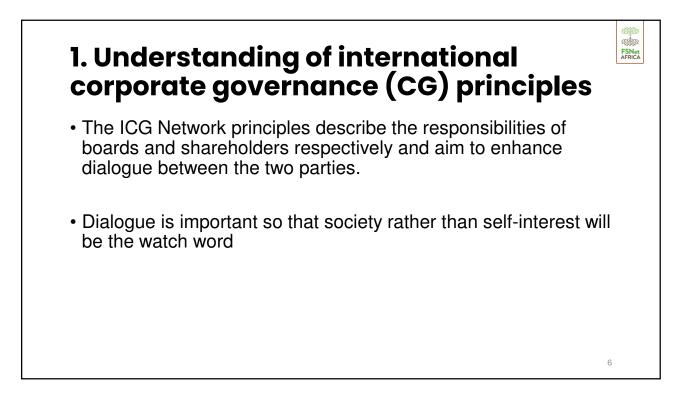
Outline

- Understanding of international corporate governance principles
- Applicability of international corporate governance principles in the University of Ghana
- Awareness of personal and professional responsibility in the University of Ghana
- Codes of good conduct in sustainable management of research projects
- Identification of risk areas in:
- Academics
- Cybersecurity
- Data privacy
- ≻ Human Resource (HR)
- ➢ Financial compliance

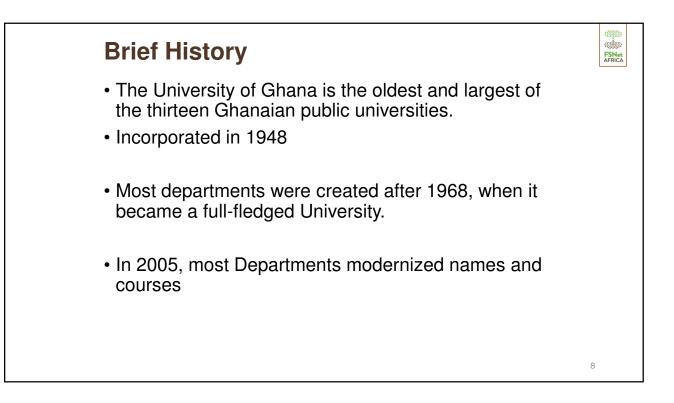














2. Applicability of international corporate governance principles in the University of Ghana I: Board role and responsibilities – Chancellor, University

1: Board role and responsibilities – Chancellor, University Council, Core management, Business and Executive Committee

2: Leadership and independence: Academic Board

3: Composition and appointment: Unit heads are appointed; Deans, Provosts, Pro VCs and Vice Chancellor is through application, search party and interview; Chancellor is selected through search party.

4: Corporate culture: Standards of practice and ethics, ensuring that the vision, mission and objectives are sound and demonstrative of its values

4: Risk oversight: Internal Audit directorate and representatives and Risk management board available since February 2021 to proactively oversee, review and approve the approach to risk ¹⁰

2. Applicability of international corporate governance principles in the University of Ghana

6: Remuneration: Government pay role with market premium for senior members

7: Reporting and audit: Audit Department oversee timely and high quality disclosures for stakeholders relating to financial statements, strategic and operational performance, corporate governance and material environmental and social factors.

8: Shareholder rights: SRC, GRASAG, TEWU, FUSSAG and UTAG represented on UG Council and Finance and General Purposes Committee, etc.

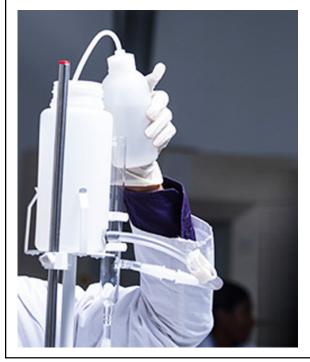
3. Awareness of personal and professional responsibility of SMRP		
Responsibility areas	Description	Remarks
Personal responsibilities	sonal responsibilities Individual competencies that play a specific role in different phases and characteristic aspects of the research project: The initial inspiration for research design; research project development; and the involvement of stakeholders.	The most apparent competences are related to: - strategic management and action, - diversity, - interdisciplinarity, and - interpersonal aspects
		 The least apparent competencies are related to: Systems thinking competence foresighted thinking competence and normative competence
Professional responsibilities	Delivering value creation and preventing or at least reducing disvalue creation in the long term	Efforts to integrate three perspectives, the ecological, economic, and social

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4. Codes of good conduct in sustainable management of research projects

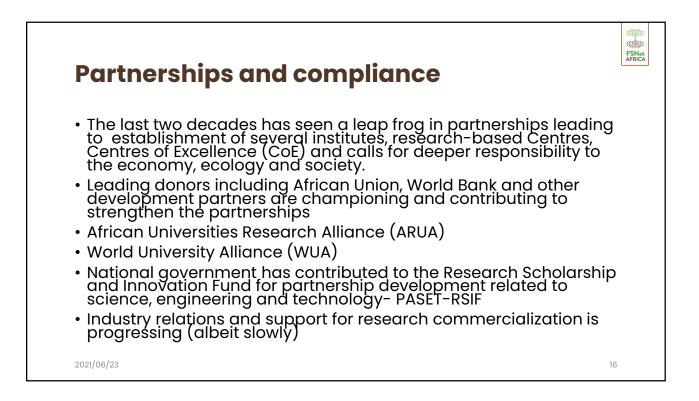
Name	Unit	Description
Code of conduct for Academic staff (2011)	Public Affairs Directorate	Foster and strengthen adherence to the University statutes
Research, Innovation and Development	Office of Research, Innovation and Development (ORID)	Implement policy in a sustainable manner
Research code of practice	Research Ethics Board	Overall and sub-units- Sciences and Humanities
Sexual Harassment and Misconduct policy	Anti-Sexual Harassment Committee CEGENSA	Chairperson and thirteen members
Strategic plan (2014- 2024)	Office of Vice Chancellor	Making UG 'a go to University'
Risk Management (2021)	Office of Risk	Ensure compliance with



Office of Research, Innovation and Development (www.orid.ug.edu.gh)

- It has the specific responsibility of:
- developing and implementing the University's research policy
- fund-raising for research
- ensuring effective distribution and efficient use of research funds, in line with priority areas identified in the University's strategic plan
- setting standards and ensuring effective dissemination of high quality research output
- representing the interests of the University in contractual relationships, grant applications and reporting administering contract research
- establishing systems for ethical clearance

-**FSNet** AFRICA Office of Research, Innovation and Development Research management services at ORID are delivered through seven teams, which provide streamlined and uniform support to the University community. The teams are: • Pre- and Post-Award Services Team (PPA) Capacity Development Services Team (CaD) Technology Transfer and Intellectual Property Services (TTIPs) Research Performance Services Team (RePs) Publication, Dissemination and Translation Team (PDT) • Human and Animal Research Ethics Services Team (HARES) Accounts Office 2021/06/23 15



Challenges of compliance

Element	Description
Personal responsibility	It is not my job
	I have a few years to retire, my mouth is shut
	I am a retired staff, I am an observer
National responsibility	Limited budget for infrastructure, facility improvement and professional recruitment
Institutional responsibility	-III prioritisation of investments due to limited internally generated fund
	-Rumours of victimization
	-Low frequency of training and sensitization programmes to re-orient and refresh on staff, student and public
2021/06/23	responsibilities



4. Identification of risk areas in academics – personal observation and rapid appraisal

· Operational areas: Research, Consultancy

➤ Student research

➤ Faculty research

> Lab and farm activity

• Human resource:

≻Recruitment

➢ Promotion of staff

Marketing/Public relations:

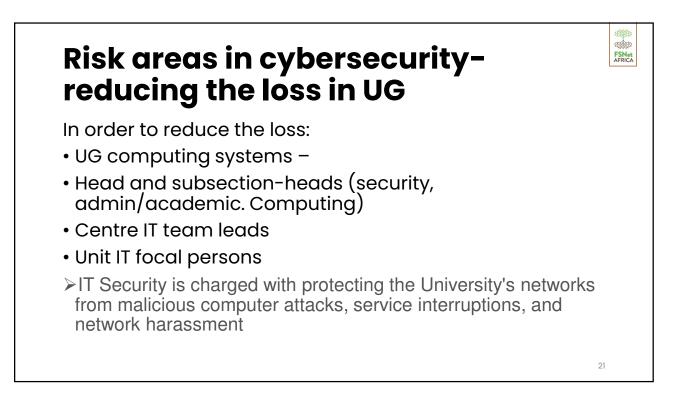
Communication plan

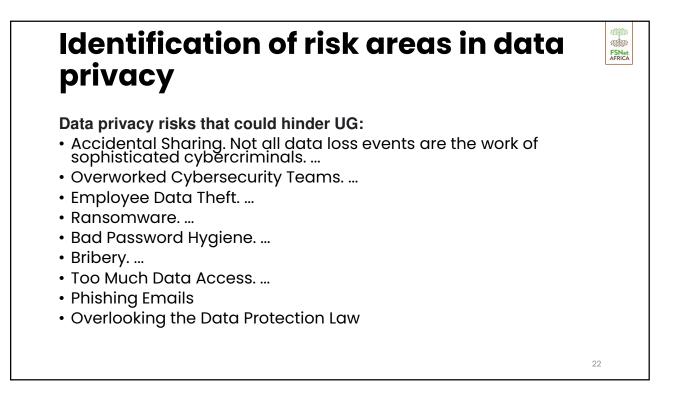
• Finance

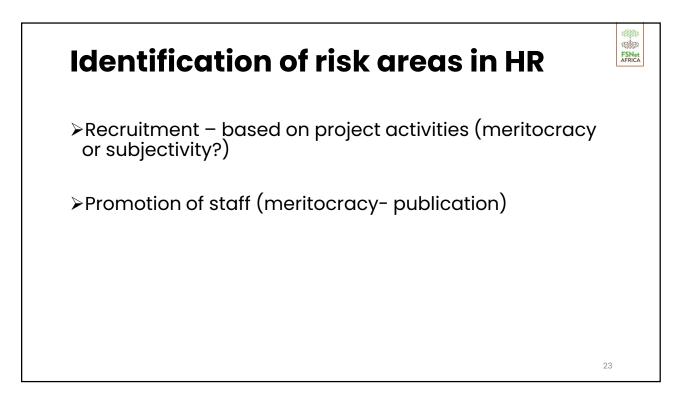
> Research projects funds disbursement and accounting

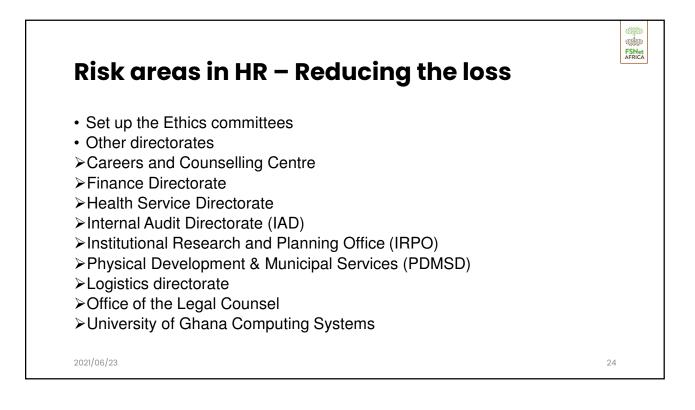
Financial management: ORID funds, donor funds use, logistics directorate and review boards

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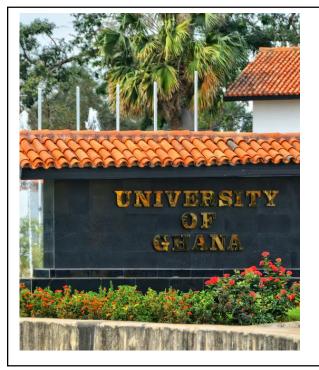
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Identification of risk areas in financial compliance

Financial compliance risk is the threat posed to UG's financial and or reputational standing resulting from violations of laws, regulations, codes of conduct, or standards of practice.

The key areas identified:

- Damage to finance officer's reputation
- Improper scoping of activities
- Loop holes in monitoring
- Budgeting limitations
- Pre-audit sloppiness
- Regulatory and legislative changes
- Failure to innovate



The way forward for SMRP

- Strengthen established units for ensuring compliance:
- > Office of Vice Chancellor
- Office of Pro Vice Chancellor (Research, Innovation and Development)
- > Administrative directorates
- Academic Boards
- Several Standing and Ad-hoc committees
- College, School, Departments, Halls of Residence



