

REPUBLIC OF LIBERIA
NATIONAL COMMISSION ON HIGHER
EDUCATION (NCHE)

2021 NCHE Quality Assurance (QA) Form For Licensed & Accredited Higher
Education Institutions (HEIs) In Liberia

The Board of Commissioners
National Commission on Higher Education (NCHE)
Republic of Liberia

Dear Sir:

Having carefully gone through the assessment process, following all standards required by NCHE, Change Agent Network University was thoroughly assessed on the 27, August 2021 by a team of experts consisting of three senior staffs, and below are details information and recommendations from the team for your timely action.

Executive Summary

On 27th August 2021, the Acting Director-General, Rev, James Andrew Lablah, commissioned a team of experts consisting of 3 senior staff from the National Commission on Higher Education (NCHE) to assess Change Agent Network University in New Breed Community, Fissibu Town, Lofa County. The review was in response to a request filed by the administrators of the University to offer programs leading to the award of Associate degrees in courses of interest. The exercise complied with the 1989 NCHE Act to accredit, monitor, and evaluate all post-secondary educational institutions in Liberia. The inspection included physical facilities, review of required literature, academic programs, staff qualifications, learning environment, governance structure, management instruments, and sustainability plan. It ascertained CAN-UC.'s capacity to offer Associate Degrees programs with all aspects assessed suitable.

Institution: Change Agent Network University

Institutions Profile (History /Background)

Over the past recent years, the Liberian higher education system has been in a period of transformation, occasioned by the quest for relevance and quality to harness the country's nation-building process. This suggests that, in times past, the scholarly outputs have not been adequately responsive to address several societal development objectives effectively. Therefore, the need to address the problems that have kept higher education from responding effectively to the nation-building process has become compelling to building a more vibrant higher education system.

Consistent with the number of converging forces catalyzing change, including a growing demand for more advanced skills for essentially all of the workforce; the rapid growth of technology; and the advent of new providers of higher education services (public and private) taking on new roles, there is a need for expanding the higher education corridor, infusing additional areas for societal growth. The traditional institutions (public and non-public) have become vulnerable to these forces of change because, in some critical dimensions, they are out of step regarding relevance, costs, quality assurance, the link to pre-college (elementary and secondary) programs.

This is particularly true with teacher education and professional development for the service providers (institutions). The Higher education system in Liberia requires programs that are potentially relevant to addressing the country's socio-economic needs, particularly in the sciences. Areas such as agriculture, health, and information technology and a robust entrepreneur spirit are among critical science courses that should be given priority in the higher education system to boost Liberia's economic development. In recent years, the exploration of oil on Liberian shore. Additionally, teacher education needs maximum consideration in preparing educational outcome providers at the various levels of education.

This is where the *Change* Agent Network University (CAN-U) comes to intervene in the higher education arena. The Change Agent Network University (CAN-U) seeks to provide programs that address these critical areas of national concern and contribute meaningfully to societal growth and development. The CAN-U comes in response to the increasing need for technical and professional skills to drive and accelerate the national reconstruction programs of the country.

The CAN-U, therefore, desires to prepare individuals with strong spiritual backgrounds and make them responsive to champion the socio-economic drive by leading the efforts in Health, Science and Technology, Agriculture, Education, Theological Studies, as the beginning programs at the level of Bachelor's Degree, Business College, College of Liberal Arts.

Location

The Change Agent Network University is hosted on its campus of the Change Agent Network University (CAN-U); the institution is located within the New Breed Community, Fissibu Town, Zorzor District, Lofa County, Northern Liberia.

The CAN-University is built on 8 (eight) acres of land within the area boundary between Fissibu and Zorzor District. The institution owns the land on which the CAN is built

Vision

To see a new generation of patriotic Liberians who will secure a new and better Liberia through higher education; free from corruption, a breeding ground for Creativity, Innovation, Entrepreneurship and resounding success for all.

Mission

To provide quality tertiary education and build the moral attributes of students' enviable capacity that ensures a well cherished and prosperous future for individuals, and to equip them with quality and relevant profession in order to enhance their meaningful participation in nation building process and decision making in society.

University Objective

The objective of the institution is to ensure the appropriate educational empowerment of individuals to equip them with requisite entrepreneurship spirit and transformational leadership qualities and to provide relevant programs of global competitiveness to make them serviceable and dutiful to the country's national development process and the world at large.

Shared Values

- Professional reliability
- Quality outputs
- Relevance to national development
- Integrity and transparency
- Efficiency and effectiveness

Assessment Objective

To determine if Change Agent Network University is capable and ready to run bachelor degree programs in the areas they have applied, and submit a detailed report on what was seen and observed for NCHE to decide on the request for licensure.

Its academic programs, staff capacity, physical facilities, governance, and various instruments that enhance and facilitate learning operations assess its ability.

Institutional Profile

The methods used in assessing the CAN-UC. included the following;

- *Meeting session*; there were interactive discussions held with selected Senior Staff of CAN-UC.
- *Tour of physical facilities*; inspection of classrooms, offices, library, computer lab, laboratory, etc.
- *Closing Session*; highlights of the Team's impression and initial findings were highlighted

Main Areas of Assessment

- Physical facilities (Library, computer lab, classrooms, offices, toilets, amongst others)
- Staffing, management, & governance (qualification, recruitment, and retention of staff)
- Review of literature

FINDINGS AND OBSERVATIONS

A. Management & Governance

The Board of Trustees

The Board of Trustees shall be the highest decision making body of the University, and shall be the governing body of the College concerned with Policy matters. The institution is governed by a Board of Trustees comprising 5 Members. The Board is charged with the policy formulation and guidance for the overall management of the University.

The Board of Trustees is charged with policy formulation and oversight of all matters relating to the smooth running of the University. The Board is responsible for establishing policy guidelines and regulations to guide the operations of the University. The Board shall have a membership of five (5) persons selected on the basis of integrity and their commitment to seek the development of the University. It comprises the following positions: Chairman, Co-Chairman, Secretary who shall be the President of the University and two other members.

The functions of the Board of Trustees are as follows:

The Board of Directors shall be charge with the responsibility of appointing leadership for the University, particularly the President. The president then shall play an active role in the vetting process of the following officials of the University.

- The Board Chair shall be a signatory to the Degree offered by the University.
- Approving the College's policies and the appointment of the President,
- They formulate policies and guidelines and ensure their implementation to achieve the College's goals and objectives.
- Participate in Conflict resolution and peace activities at the University.
- Audits and evaluates the College Administration annually through a qualified government auditing firm.

- The Board shall receive the annual budget, reports, and other financial related documents and ensure that the appropriate actions are taken in the interest of the University.
- The Board shall meet in regular session quarterly within a year – twice every semester via the use of technological advancement or physical – to discuss pertinent matters of concern to the University.

Board Members of CAN-UC

No	Name	Position
1	Mr. Momo V. Ware	Chairman
2	Mr. George A. Thomas	Co-Chairman
3	Dr. Isaac P. Podah	Secretary
4	Chief Hon. Jewell Howard Taylor	Member
5	Mrs. Mayeadeh Kemeh-Gama	Member

Administrative Structure

CAN-UC. has an administrative structure for the management of its institution. The President leads the Team for successful implementation. The current Administration of the University comprises the following:

No	Name	Position
1	Dr. Isaac P. Podah	President
2	Mr. John Lake	Vice President for Administration
3	Dewaladu J.S Gayflor	Vice President for Academic Affairs
4	Mr. David K. Sumo	Administrator
5	Mr. Oliver S. Paye	Dean of Admission and Records
6	Mr. Michael C. Umunna	Assis. Dean of Admission and Records
7	Mr. Jackson F. Wolobah	Business Manager
8	Mr. Philip B. Johnson	Human Resources Director
9	Mr. Alexander K. Zobi	Dean of Students

Instructional Staff

The College has a total of 37 staff. Of the 37 staff, there are 28 instructional staff and 9 Administrative staff who also serve as lecturers. Below are those staff segmented according to qualification:

Number of PhDs	4
Number of Masters	16
Number of Bachelors	17
Total	<u>37</u>

Programs offered

The CAN-U seeks to offer Bachelor's Degrees in several disciplines relevant to the nation-building process of Liberia. The College aspires to run four(4) program departments as follows:

1. College of Business
2. College of Theology
3. College of General Education
4. College of Agriculture

PHYSICAL FACILITIES

Building And Grounds

The Change Agent Network University (CAN-U) is housed in three (3) buildings. All are concrete block structures. There are 22 lecture rooms in total.

Building 1 is the main administrative building that houses the administrative staff, including the President, Vice President, Human Resource Director, Dean of Students, Business Manager, Department Heads, Conference Hall, Staff Room, and Storeroom.

Building 2 accommodates the Barefoot College entirely with classrooms for lectures and demonstration.

Building 3 comprises classrooms, bathrooms, staff room and a conference hall. It also contains the finance pool, Admission and records for Barefoot College yet to be operated. Meanwhile, three of building 3 classrooms require huge completion work including plastering, cashing, ceiling and furnishing.

Science Laboratory

Honestly, CAN-UC does not have a science lab that integrates or demonstrates practical learning when teaching science courses. Knowing the importance and benefits of Science Lab for students, the institution at the moment is at the verge of partnership agreement with Esther Bacon School of Nursing and Midwifery for students to use for few months while CAN-U raising funds to set up her Science Lab.

Library

The Change Agent Network University (CAN-U) has an extensive library occupying seventy-five (75) meters of wide tables with chairs for students and staff. It has an internet facility if both students and staff want to research the scope of reading the text. Change Agent Network University (CAN-U) Library contained a couple of textbooks exclusively embodying all departments and programs. It caters more to the departments urging for the Bachelor Degree Program.

Besides CAN-U Library, the institution is making some progressive efforts to enter into partnership agreement with American Corner at ZRTTI, Hello Lieria at the Community Library in Zorzor City and the Esther Bacon School of Nursing and Midwifery for our students and staff to use their facilities while getting more books to equip the library. These three facilities are just around the College's community.

Computer Lab

The Change Agent Network University (CAN-U) has Information Communication Technology as its principal department operating in the College to grant ASC degrees in ICT. The department has been supported by Business Start-Up (BSC) funding for five years that provided a solar system to run the department. It also attracted funding from the Opportunity Network of Liberia (ON-Lieria) that furnished the Lab with new 45 pieces of computers to enhance the students' capacities. In this respect, the College was supported by an internet server to serve the College on a daily basis. Besides the ON-Lieria decorated computer lab, the institution has another computer training pool just around the College's campus store.

Recommendation

1. The institution needs to add more books at least 150-200 pieces per college to the library to facilitate students' learning outcomes
2. That the institution create separate spaces for HR, Finance, Admission and Offices of other departments
3. The President and Vice President offices are to be well furnished, cooled, equipped and protected from students walking in and out.
4. That a wall separates the male and female latrines to be gender friendly
5. While the University's location is ideal for agriculture, there is a need for a science laboratory before the commencement of the agriculture program. Therefore, the institution must demonstrate its capacity to establish a science laboratory before offering the program.
6. The College of Health Science is key in any university as it provides adequate manpower that enhances good health delivery system. Meanwhile, to establish the Health Science College at CAN-U, there is a need for a well equipped science laboratory before the commencement of such College.

In view of the above information and recommendations, our quest as a team for Licensure of College of Business, College of Theology, College of General Education, and the Agriculture college at BSc status is timely and prudent. Meanwhile, the College of Health Science can be established if future improvement are made particularly for the equipped Laboratory since it has many science courses that need practical demonstrations.

Attached Is The Faculty Staff Listing.

FACULTY STAFF LISTING

COLLEGE OF BUSINESS AND PUBLIC ADDM. INSTRUCTIONAL STAFF LISTING:						
No.	Name:	Discipline	Qualification	Institution	Year	Status of work
1.	Isaac P. Podah	-DPA	- Public Administration	- University Of The Philippines Diliman	-2020	Full Time
		-MPA	-Public Sector Administration	- Cuttington University, Liberia	- 2015	
		-BA	- Public Administration	- African Methodist Episcopal Zion University (AMEZU), Liberia	2012	
2.	John Lake	MPA.	Public Personnel Administration	- Cuttington University Graduate School	2018	Full Time
		- BA	Public Administration	- - Cuttington University	- 2010	
3.	J. Dozmah Peters	M.Ed	Curriculum Studies and Planning	Makerere University, Uganda	2013	Full Time
		-Post Graduate Dip	- International Relations	- The Gabriel L. Dennis Foreign Service Institute, Liberia	- 2007	
		- BTH	-Christian Education	- United Methodist University, Liberia	- 2004	
4	Mulbah Johnson	MBA	-Business Administration in Accounting	University of Liberia	2015	Part Time
		BSc	-Business Administration in Accounting	University of Liberia	2009	
		Diploma	Public Procurement	Liberia Institute of Public Administration	2011	
		Diploma	Public Finance	Liberia Institute of Public Administration	2017	
5	William S. Fallah, Jr.	BA	Public Administration	Cuttington University	2011	Full Time
6	Jackson F. Wolobah	MPF	Prospective, Business Administration	UNICAF (Online)	Present	Full Time
		BSc	Economics	University of Liberia	2013	
7	Kezellebah Korquoi	BA	Sociology	University of Liberia	2012	Full Time
8	Philip B. Johnson	BBA	Business Administration	University of Liberia	2009	Full Time
9	J. Harris	BBA	Business Administration	University of Liberia	2009	Part Time

	Mulbah					
10	David Sumo	BA	Public Administration	University of Liberia	2020	Full Time

1. COLLEGE OF EDUCATION INSTRUCTIONAL STAFF LISTING:

1.	Stefania Forte	-PHD	- Education, Curriculum Development	- Cabrini University, Ravnor, Pennsylvania, USA	- 2020	Part Time
		- M.Edu	- Education	- Cabrini University, Ravnor, Pennsylvania, USA	- 2010	
2	J. Dozmah Peters	M.Ed	Curriculum Studies and Planning	Makerere University, Uganda	2013	Part Time
3.	Molly Massaquoi	-M.Ed	- Educational Administration and Supervision	- Cuttington University, Liberia	-2009	Full Time
		-BSc	- Secondary Education in Agriculture	- University of Liberia	- 1990	
		-B Cert.	- Mathematics and General Science	-KRTTI, Liberia	-1974	
4.	Jeremiah Gayflor	M.H.Ed	- Post Graduate in Higher Education	- Northern Normal University in the People Republic of China	-2006	Full Time
		-Bsc	-Secondary Education in Mathematics	-University of Liberia	-2012	
5.	Dewaladou J. Gayvolor	-M.Ed	-Educational Management and Leadership Policy	-East China Normal University, The People Republic of China	-2018	Full Time
		-BA	-Public Administration	-Cuttington University, Liberia	-2010	
6	Forster K. Kpayieli, Sr.	BSc	Secondary Education, Biology	- Cuttington University, Liberia	2017	Full Time
		“B” Cert.	General Science	- KRTTI, Liberia/IRC, Republic of Guinea	1986/1998	
7	Samuel K. Woi	BSc	Secondary Education, Mathematics	- University of Liberia	2020	Full Time
8	J. Awaliah M. Tokpa	BSc	Secondary Education, Business Education	- University of Liberia	2019	Part Time
9	Oliver S. Paye	BSc	Secondary Education, Business Education	- University of Liberia	2019	Full Time
10	Daniel K. Forkpa	BSc.	Secondary Education, Biology	- University of Liberia	2019	Part Time
11	Alexander K. Zoboi	BSc	Secondary Education, English	- University of Liberia	2020	Full Time

2. COLLEGE OF THEOLOGY INSTRUCTIONAL STAFF LISTING:

1.	Donald K. Winters	-MA	- Christian Ministries	-Northern Baptist Seminary, Lombard IL, Malone University, Canton, OH	-1998	Part Time
		- BS	-Kinesiology	-, California State Polytechnic University, Pomona, CA	-1993	
2.	David R. Rawls	-DM	-Peace Building & Counseling	-West Coast Bible Seminary	-2020	Part Time
		MAC M	Christian Ministries	Malone College	1990	

		-MA	- Practical Ministries	- Cincinnati Christian University	-1994	
		- BRE	- Christian Ministries	- Great Lakes Christian College, Lansing MI	-1991	
3	Obediah Korboi	- MC.Ed	- Christian Education	-Grace International Bible University, Maryland, USA	-2019	Full Time
		BTh.	- Theology/Biblical Studies	-Grace International Bible University, Maryland, USA	-2017	
4.	Anita L. Lawubah	MC.Ed	-Christian Education	- Grace International Bible University, Maryland, USA	-2019	Part Time
		BA	Sociology	University of Liberia	2015	
3. COLLEGE OF GENERAL AGRICULTURE & FORESTRY INSTRUCTIONAL STAFF LISTING:						
1	Marcus T. Jones	-PHD	- Crops Science	-University of Cape Coast, Ghana	-2016	Part Time
		-MSc	- Agronomy	- Njala University	-2012	
		BSc	-General Agriculture	- Cuttington University, Liberia	-2008	
2	Jeremiah M. Zayzay	- BSc	- General Agriculture	- University of Liberia	-2012	Full Time
3.	Samuel Darwolo	-BSc	-General Agriculture	- Cuttington University, Liberia	-2017	Part Time
4	Johnson M. Zayzay	BSc.	-General Agriculture	- University of Liberia	-2012	Part Time
5	Sam Royal Yoryor, III	MSc	-Food Science and Technology	Makerere University, Uganda	2016	Part Time
		BSc	General Agriculture	University of Liberia	2011	
4. COLLEGE HEALTH SCIENCES , PUBLIC HEALTH INSTRUCTIONAL STAFF LISTING:						
1	Larry K. Zayzay	MPH	- Public / Community Health	Cuttington University, Liberia	2015	Full Time
		BSc	- Nursing	Cuttington University, Liberia	2010	
2	Francis V. Zayzay	MPH	- Public / Community Health	Cuttington University, Liberia	2017	Part Time
		BSc	- Nursing	Cuttington University, Liberia	2011	
3	Harris J. Sumo, Jr.	MPH	- Public / Community Health	Cuttington University, Liberia	2017	Part Time
		BSc	- Nursing	Cuttington University, Liberia	2011	
4	Peter B. Harris	BSc	- Biology	Adventist University of West Africa, Liberia	2019	Part Time
TECHNICAL COLLEGE AND TECHNOLOGY FOR DIPLOMA PROGRAMS						
1	AB Jallah Balyemah	MSc/IT	- Prospective Graduate Computer Science and Technology Engineering	Human Institute of Science & Technology, China	Present	Full Time
		BSc/IT	-System Administration	Star University, Liberia	2020	
2	Michael C. Umunna	BSc/IT	-System Administration	Star University, Liberia	2019	Part Time
3	Joseph I. Odeyemi	BSc/IT	Computer Science	University of Idaban, Nigeria	2014	Full Time