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PROGRESS REPORT ON THE PAN AFRICAN UNIVERSITY (PAU)/

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I. INTRODUCTION

1. This report highlights the efforts of the African Union Commission to support Pan African University (PAU) through the Rectorate and its operational institutes in charge of undertaking training, research and innovation focused on priority issues in order to attain the objectives defined in the adopted and revised PAU statute, in accordance with Agenda 2063 objectives, activities undertaken and concludes with recommendations on the way forward.

II. ROLE OF THE PAN AFRICAN UNIVERSITY (PAU) IN AFRICA'S DEVELOPMENT

1. The Pan African University (PAU) was created following Decision of the Assembly of Heads of State and Government of the African Union during its Fifteenth Ordinary Session in July 2010 in Kampala, Uganda (Assembly/AU/Dec.290 (XV)). The principal aim of establishing the Pan African University was to create high quality continental institutions that promote quality training, research and innovation within Africa, ensure a steady nurturing of new ideas and also a continuous injection of highly skilled human resources to meet the developmental needs of the continent.

2. PAU was established from the realization that higher education and research in Africa needed to be need-based and anchored in the collective vision of the AU. PAU is a continental network of post-graduate teaching and research institutions within selected existing high quality universities in the five geographic regions. It promotes student mobility in Africa and facilitates intra-regional networking for academic researchers. It is a continental academic, research and innovation institution based on several guiding principles such as academic freedom, autonomy and accountability; quality assurance; promotion of African integration through the mobility of students, academic and administrative staff, as well as the development of collaborative research linked to the challenges facing the African continent.

III. OVERVIEW OF THE PAN AFRICAN UNIVERSITY

1. The AUC launched the Pan African University (PAU) as a flagship continental initiative in December 2011. It is a continent-wide university offering postgraduate (Master and Doctoral) programs with the aim of establishing an academic network of already existing post-graduate and research institutions.

2. The first University's Statute was adopted (by the Assembly) in 2012 and was revised in January 2013. The last revision was in January 2016. The Statute was revised for the second time by the Assembly in January 2016.

3. PAU is expected to be a competitive world class institution with a mission to transform the capacity for knowledge production and knowledge transfer across the African continent, and respond to the challenges set out under the Agenda 2063.

4. The Assemby of Heads of States and Governments selected the Republic of Cameroon to host the PAU Rectorate during the January 2015 Summit. The Host agreement was signed on 06th April 2018 and the relocation of the Rectorate to Cameroon was completed in September 2018.

5. The PAU is a unitary academic, research and innovation institution comprising thematic Institutes hosted in different geographic regions by existing academic institutions operating at the graduate studies level. PAU Institutes are currently operational in four of Africa's five regions (Western, Eastern, Central and Northern regions), whilst preparations are underway to operationalize the fifth PAU Institute in Southern Africa.

6. The Institutes of the PAU are dedicated to the following crucial thematic areas and are located in the corresponding geographic regions set out below:

   a. The Institute for Basic Sciences, Technology and Innovation (PAUSTI), hosted by the Jomo Kenyatta University of Agriculture and Technology in Kenya (Eastern Africa);

   b. The Institute for Life and Earth Sciences (including Health and Agriculture (PAULESI), hosted by the University of Ibadan in Nigeria (Western Africa);

   c. The Institute for Governance, Humanities and Social Sciences (PAUGHSS), hosted by the University of Yaoundé II in Cameroon (Central Africa);

   d. The Institute for Water and Energy Sciences (including Climate Change (PAUWES), hosted by the University of Tlemcen in Algeria (Northern Africa);

   e. The Institute for Space Sciences (PAUSS) to be hosted by the Cape Peninsula University of Technology with seven (7) south African Universities in the Republic of South Africa (Southern Africa).

7. Pan African Virtual and E-University (PAVEU) project overview: the PAVEU is a priority education initiative of the AU as one of its flagship projects identified for addressing Agenda 2063. It aims at accelerating the development of human capital, science and technology and innovation through increasing access to tertiary and continuing education in Africa by capitalizing on the digital revolution and global knowledge. It also aims to reach large numbers of students and professionals in multiple sites simultaneously- anywhere, any time at any place; and consolidate African initiatives and strategies on accelerated development. The proposal to operationalize PAVEU as an ODeL (Open, Distance and E-learning) arm of the PAU was endorsed by the Executive Council in January 2018 (Executive Council Decision EX.CL/Dec 987 (XXXII) Rev.1. PAVEU is currently hosted at the PAU Rectorate Headquarters in Yaoundé, Cameroon.

IV. ACHIEVEMENTS AND CHALLENGES OF THE PAN AFRICAN UNIVERSITY (including PAVEU)

A. ACHIEVEMENTS

1. Since its establishment, PAU has made perceptible progress as outlined below.

2. Academic achievements in postgraduate (Master and Doctoral) training programs: in order to address the crucial identified thematic areas, PAU developed and implemented several curricula and is currently offering 44 training programs (28 MSc. /MA &16 PhD) as per the table below:

Table 1: Number of Training Programs Offered by the Pan African University Institutes, by Level

Institute	Master	PhD
PAULESI (Life and Earth Sciences including Health and Agriculture)	10	6
PAUSTI (Basic Sciences, Technology and Innovation)	10	8
PAUGHSS (Governance, Humanities and Social Sciences)	4	2
PAUWES (Water and Energy Sciences (including Climate Change)	4	0
Total per level	28	16
Total	**44**	

3. Academic achievements in students' admission: PAU Institutes are currently operational in four of Africa's five regions (Western, Eastern, Central and Northern regions). The admission of new students (both masters and Doctoral) since the 2012-2013 academic year has grown significantly. The table below illustrates the student population growth per academic year, programs and gender representation etc.

Table 2: Admission of New Students (M.Sc. and PhD) by Gender and Academic year

Institute	Academic year (M.Sc. and PhD)													
	2012/2013		2013/2014		2014/2015		2015/2016		2016/2017		2017/2018		2018/2019	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F
PAULESI	0	0	18	2	57	28	40	24	55	18	79	34	68	42
PAUSTI	49	8	0	0	46	22	59	19	78	28	107	32	118	37
PAUGHSS	38	16	0	0	32	26	54	24	55	27	58	34	54	47
PAUWES	0	0	0	0	15	11	36	11	65	14	41	26	31	31
Sub-total (M & F)	87	24	18	2	150	87	189	78	253	87	285	126	271	117
Total	111		20		237		267		340		411		428	
Countries	22		8		30		35		37		46		53	
Total number of admitted students	1814													

4. Academic achievements in students' graduation: the first batch of 55 students graduated in Kenya in November 2014. The total number of students who graduated from the PAU Institutes, since the first admission at both levels (Master and Doctoral), grew to 744 (712 MSc and 32 PhD) as outlined in the table below. The proportion of female graduates stood at 29%.

Table 3: Total Number of PAU Graduates by Level of study and Institute

Institute	MSc.			PhD			Total		
	M	F	Total	M	F	T	M	F	T
PAULESI	119	54	173	11	2	13	130	56	186
PAUGHSS	135	74	209				135	74	209
PAUSTI	134	44	178	14	5	19	148	49	197
PAUWES	116	36	152				116	36	152
Total	504	208	712	25	7	32	529	215	744

29 % of female graduates

5. The PAU Alumni Association (PAUAA) was officially established in December 2017. The constitution of PAUAA was then validated and the officials of the PAUAA were elected.

6. Students' application statistics has substantially increased since 2012/13. The total number of applications received is broken down by institute gender, and level of study as follows:

Table Students Application Statistics by Institutes, Academic year and Gender

	2014-2015		2015-2016		2016-2017		2017-2018		2018-2019	
	M	F	M	F	M	F	M	F	M	F
PAULESI	200	53	1245	515	991	245	1154	314	2895	868
PAUSTI	463	112	1294	425	1769	427	1654	405	3849	847
PAUGHSS	201	76	1066	654	801	313	741	322	1874	754
PAUWES	100	16	327	103	603	129	658	155	1550	411
Sub Total	964	257	3932	1697	4164	1114	4207	1196	10168	2880
Total	1221		5629		5278		5403		13048	
% per Gender	78.95%	21.05%	69.85%	30.15%	78.89%	21.11%	77.86%	22.14%	77.93%	22.07%

7. Recruitment: Academic positions: one of the main challenges that has been dragging the University is the lack of full time academic staff. The problem has to do with the application of AUC staff rules and regulations for the recruitment of academic rules which are not amenable to an academic institution. In response to that, the PAU, in accordance with the recruitment process of the AUC and with the guidance and oversight of the Department of Human Resources, Science and Technology (HRST) published vacancy announcements inviting applications for Long Term Academic Staff (LTAS). At present, the recruitment of two long term academic staff for the Pan African University Institute for Water and Energy Sciences (including Climate Change) is underway.

8. Recruitments: Managerial / Administrative positions: The PAU Rectorate and institutes are currently composed of Regular Staff, Short Term staff and Seconded staff. Of the Nineteen (19) Approved Regular positions for the PAU, two (2) have been

filled, namely PAU Senior Academic and Student Affairs officer and PAU Senior Administrative and Finance Officer. The Rectorate is in the process of recruiting staff for the remaining positions. The Rectorate is currently staffed by Interim Deputy Rector, Program Manager, Finance Officer, Administrative Assistant and Program Assistant.

The institutes are run by Directors, Finance Officers and Procurement Officers with AUC short Term contracts, and seconded Project Management Unit Staff (IT officer, Internship officers and Program coordinators).

The PAU has made provisions for the recruitment and onboarding of both Administrative and Academic Staff under its 2020 budget.

9. Financial implementation: PAU has benefitted immensely from the support of the African Union Member States, Host countries and Universities, Key and Thematic partners, since its establishment. African Union Member States, AfDB and KFW have provided the bulk of the funds for the programmes in the respective PAU Institutes. The host countries/universities and other key thematic partners have also provided support in kind and/or cash as well as extended technical support necessary for PAU to realize its goals. It is important to note that most of the support from the partners will be deployed in the running of the programmes whereas construction works will be the responsibility of host countries.

10. Institutional development processes: PAU is currently developing the following strategic documents and guidelines:

- Five (5) year Strategic Plan (2020-2024), the Plan is finalized and approved by the PAU Council;
- Financial Sustainability plan;
- Academic Rules and Regulations;
- Manual for Financial Management and Administration of the PAU;
- PAU Staff Rules and Regulations, Salary Scheme and Management Structure;
- Quality Assurance Framework;
- Research and Publication Policy (finalized and approved);
- Guideline for establishment and operationalisation of Entrepreneurship Center.

The strategic plan is the main guiding policy document of the University for the next five years. In accordance with the strategic plan, a new personnel structure that ensures implementation of the institutional development process has also been developed. All the

ongoing PAU processes are monitored in order to be harmonized and aligned leading to their integration in the overarching Strategic Plan. The Pan African University Council approved the Strategic Plan in February 2019.

11. Pan African Virtual and E-University (PAVEU) project achievements:

    a. The PAVEU Task Force was expanded from 4 to 12 and the Task Force has since met twice; in October 2017 and February 2018 respectively, to finalise the project Implementation document. In addition, the Task Force made the following recommendations:

        (i) That a learning management system for PAVEU of either of SAKAI (educational software platform designed to support teaching, research and collaboration) or Modular Object-Oriented Dynamic Learning Environment (MOODLE) be chosen and procured

        (ii) That an independent Intranet to provide 'a private network accessible only to PAVEU staff and students be pursued and implemented

        (iii) That the PAVEU Learning Management System (LMS) be hosted on a dedicated server in a private cloud.

        (iv) That PAVEU purposefully engages the regional research and education networks (RRENs) and partners to strategically address internet connectivity issues in African countries for the success of the Initiative

    b. A Workshop of experts and stakeholders to identify and prioritize potential Academic Programs for PAVEU was held from 20 to 23 March 2018 in Addis Ababa, Ethiopia. The academic programs will enable African students obtain degrees, diplomas and certificates, and participate in research agendas, addressing the AU's ultimate aim of building knowledge, Human Resources, capabilities and skills for Africa's future. Recommendations shall be presented to the PAU Senate at the appropriate time for approval.

    c. A Workshop of experts meeting was held from 15th to 17th July 2019 in Yaoundé, Cameroon and from 19th to 20th September 2019 in Adds Ababa, Ethiopia. The following issues were identified as areas for urgent attention before the launch of the PAVEU and must be achieved before end of November 2019;

        (i) Learning Management System (LMS) Customization, Installation, and testing

        (ii) Domain registration, security, and putting the system online

        (iii) Converting existing topics into online self-instruction led topics

(iv) Uploading the topics of entrepreneurship course into the system and creating the whole course

(v) Training PAVEU technical staff

(vi) Linking content from partners (UNESCO, AVU.. etc)

(vii) Call for application and marketing courses

d. The PAVEU Core positions have been identified and recruitment of staff is underway

B. CHALLENGES

1. Since the launch of PAU, hiring of long-term academic as well as administrative staff has proven a very complex challenge within the regulatory framework of AU.

2. The recruitment process for Long Term Academic Staff (LTAS) is among the key challenges facing PAU. Currently, the institutes massively depend on part-time academic staff, mainly contracted from host universities and from abroad and have limited contact with students, which has resulted in students not having enough consultation with the lecturers as well as levels of supervision that are not adequate. This situation has significant impact on the quality and delivery of the programs.

3. There is a difficulty of applying certain rules, regulations and procedures of both the AUC and the partners in one and the same recruitment process. The recruitment of administrative staff faces procedural issues and many layers of approvals from both the funding partners and Commission's Staff Recruitment Rules and Regulations. These have impacted the recruitment and onboarding processes resulting in the PAU Rectorate and Institutes to operate with limited capacity.

4. Delay in the operationalization of the Pan African University Institute for Space Sciences (PAUSS).

5. Lack of s ustainability of funding from member States and Partners for PAU for the coming years. There is an increasing concern due to external funding dependency.

6.

V. WAY FORWARD: CONSOLIDATIONS OF PAU, FOCUS ON QUALITY AND REPUTATION

1. Recruitment of regular staff (academic and administrative) and short term professionals

2. Complete and consolidate the ongoing PAU institutional development processes (Strategic Planning, Academic Rules and Regulations…)

3. Ensure the Financial Sustainability of PAU:

    a. Explore sources of funding to support research, entrepreneurship, internship, innovation and business incubation in the PAU system.

    b. Identify Key and Thematic Partners for PAULESI, PAUGHSS and PAUSS.

4. Operationalization of the Pan African University Institute for Space Sciences (PAUSS).

5. Exceptions in AUC recruitment procedures as relates to the recruitment of PAU academic staff are needed– need for better alignment to the needs of an academic setting

6. Full operationalization of the Pan African Virtual and E-University (PAVEU) project.

MINISTERS ARE REQUESTED TO:

    1. **TAKE NOTE** of the progress made by the Pan African University; and

    2. **URGE** Member States and RECs to actively support and promote the PAU.