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Special Release

14 August, 2026

TRUTH AND RECONCILIATION COMMITTEE

Restoring Unity and Trust: Introduction to the Truth and Reconciliation Committee

Dear Members of the University Community,

A flourishing academic community relies on mutual respect, collaboration, and shared purpose. Recognizing that deep-seated polarization, interpersonal conflicts, and professional disharmony within certain academic and administrative units continue to impede our progress and collegial atmosphere, the Vice-Chancellor inaugurated the **Truth and Reconciliation Committee (TRC)** on **Tuesday, 31 March, 2026**.

The Committee's primary goal is not merely to address disputes, but to **facilitate genuine healing, restore unity, and foster an atmosphere of trust** across all Faculties, Departments, Institutes, Centers and Units of the University.

Mandate and Focus Areas

To fulfill this mission, the Vice-Chancellor has charged the Committee with the following Terms of Reference:

1. **Identification and Investigation:** To pinpoint units and departments where conflict and polarization are most pronounced, examining both the immediate and remote causes of discord.
2. **Fact-Finding and Safe Testimonies:** To serve as an impartial panel receiving submissions, testimonies, and memoranda. The Committee guarantees a **safe, strictly confidential, and non-intimidating environment** where all staff members can speak their truth without fear of victimization or backlash.
3. **Mapping Grievances:** To carefully document and distinguish between systemic administrative failures, interpersonal clashes, professional rivalries, and historical misunderstandings.
4. **Reconciliation and Mediation:** To guide conflicting parties through mediation aimed at true reconciliation, forgiveness of past offenses, and the rebuilding of healthy working relationships.
5. **Remedial Recommendations:** To propose concrete administrative, structural, and communication reforms to the University leadership to ensure long-term fairness, transparency, and conflict prevention.

6. **Timeline and Reporting:** To execute its duties within a clear operational timeline and submit a comprehensive report with findings and recommendations directly to the Office of the Vice-Chancellor.
7. **Confidentiality and Dignity:** To conduct all proceedings with the highest standards of integrity, discretion, and respect for the dignity of every individual involved.

How You Can Engage

The work of healing our community depends on your participation and openness. Whether you wish to share a personal experience, highlight systemic issues within your unit, or offer constructive recommendations for peace:

- **Submissions and Memoranda:** Members of the university community are invited to submit concise written memoranda (preferably under 2000 words), detailing facts, affected units, and relevant timelines. Supporting documents may be attached, or a confidential hearing may be requested with the Committee.
- **Guaranteed Anonymity and Safety:** All interactions with the Committee are treated with absolute confidentiality.
- The Committee may visit any Faculty, Department, Institute, Centre or Unit as may be needed.

Submission Channels

Physical Submission: Sealed envelopes marked "*CONFIDENTIAL – FOR TRC ONLY*". Should be channeled to the Convener, Emeritus Professor O. A. Ojengbede, in the Department of Obstetrics and Gynecology or to the Secretary, Dr J. N. Bello, at the Postgraduate College.

Email (Confidential): truth_reconciliation@ui.edu.ng

The University Management encourages everyone to embrace this initiative as a meaningful step towards building a more harmonious, transparent, and united University.

Thank you.

G. O. Saliu, JP, fspsp, FNIM, FCIML, MANUPA, MAUA (UK)
Registrar