



UNIVERSITY OF GHANA BRANCH

UNIVERSITY TEACHERS ASSOCIATION OF GHANA

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All media houses

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GTEC's Faculty Recruitment Drive Threatens Academic Freedom and Institutional Autonomy

University of Ghana, Legon– The University Teachers' Association of Ghana, University of Ghana Branch (UTAG-UG), has taken note of an advertisement published by the Ghana Tertiary Education Commission (GTEC) on its website (<https://gtec.edu.gh/call-for-applications-teaching-faculty-with-terminal-degrees/>) captioned, **“CALL FOR APPLICATIONS: TEACHING FACULTY WITH TERMINAL DEGREES”**. This is purportedly seeking applicants to fill various positions in various public higher education institutions in Ghana, including the University of Business and Integrated Development Studies (UBIDS), Wa, Technical Universities, as well as Colleges of Education.

On the face value, this may seem like a harmless act by a regulator to help institutions facing faculty recruitment challenges for various departments in public higher education institutions. But interestingly, the advertisement ends with the following: **“Interested applicants are encouraged to submit soft copy application letters with CVs and certificates to Dr Francis Kwabena Afedoh via fafedoh@gtec.edu.gh on or before Friday, 30th September 2026”**.

This is thus an initiative by GTEC to recruit faculties for various public higher education institutions.

This arrangement creates a dangerous pathway for political interference. GTEC could recruit into these institutions individuals with government loyalties or cronies who would be insulated from institutional accountability mechanisms. Such appointees could undermine the independence universities require to fulfil their Teaching and Research mandates. Thus, no justification can mask the fundamental constitutional violations at stake. It is unprecedented and dangerous overreach in institutional self-governance and violates constitutional guarantees of academic freedom and institutional autonomy enshrined in the 1992 constitution. It places GTEC in a conflicting position of being both a player and a referee. This is completely unacceptable, not only because of the constitutional violations but also because GTEC lacks relevant subject-specific expertise to be able to do a good job.

It appears to us that GTEC is adamant about the core issues that affect the quality of higher education in Ghana including better remuneration that would attract the best qualified faculties to our higher educational institutions. For instance, campuses are currently boiling with tension at its crescendo and industrial action being actively discussed because of nonpayment of this year's Book and Research Allowance (BRA) and other outstanding promotion arrears. Yet, the regulator is quiet.

We are however not surprised because this action continues a troubling pattern by GTEC's current leadership to expand control over public universities beyond its regulatory mandate while ignoring core issues that affect quality education at the tertiary level. These are remnants of the infamous Public Universities Bill (PUB) that was overwhelmingly rejected by UTAG and will be vehemently opposed every time it rears its ugly head.

We therefore call on the Government to demonstrate its unwillingness to meddle in the governance of public higher education institutions and its disposition towards upholding academic freedom, as it has publicly touted many times, by calling GTEC to order. Every institution of higher learning has the capacity to determine the best candidates to fill academic positions and should be allowed to do so under its governance structures. GTEC's regulatory powers must not extend into micromanagement of public higher education institutions. Any efforts to extend this reach will be strongly resisted.

God Bless Our Homeland, Ghana! God Bless UTAG!

Signed

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