Hardi Shahadu
Lecturer, Department of Journalism and Media Studies
Faculty of Communication and Media Studies
University for Development Studies
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11th March, 2026

The Chairperson and Members of the Board
Ghana Tertiary Education Commission (GTEC)
P. O. Box MB 28
Accra, Ghana

Dear Chairperson and Distinguished Members of the Board,

PETITION AGAINST ABUSE OF ADMINISTRATIVE PROCEDURES, VIOLATION OF NATURAL JUSTICE, AND SELECTIVE APPLICATION OF REGULATORY AUTHORITY BY THE DIRECTOR-GENERAL AND DEPUTY DIRECTOR-GENERAL OF GTEC

A. INTRODUCTION

I, **Hardi Shahadu**, a Lecturer in the Department of Journalism and Media Studies, Faculty of Communication and Media Studies, University for Development Studies (UDS), Nyankpala Campus, respectfully submit this petition to the Board of the Ghana Tertiary Education Commission (GTEC). I bring to the attention of the Board what I believe to be serious abuses of administrative procedures, violations of natural justice, and the selective application of regulatory authority by the Director-General, **Professor Ahmed Jinapor Abdulai**, and the Deputy Director-General, **Professor Augustine Ocloo**, in a matter directly affecting my employment, rank, and livelihood.

It is my considered view that the decisions and actions of the Director-General and the Deputy Director-General in this matter are not driven by the lawful implementation of GTEC's mandate under the Education Regulatory Bodies Act, 2020 (Act 1023), but rather appear to be influenced by the vested personal interests of a third party, namely **Mr. Seth Mahama Sayibu**, my Head of Department (HoD), who appears to be leveraging a personal relationship with the Director-General to manipulate the Commission's leadership into abandoning due process, the rule of law, and my fundamental rights to fair hearing and to earn a living.

B. BACKGROUND AND STATEMENT OF FACTS

1. **Expression of Interest for PhD Study (September 2025):** In September 2025, I completed a university form expressing my interest in pursuing a PhD programme, as a preliminary step towards applying for study leave within the university. This form required the endorsement of my Head of Department, Mr. Seth Mahama Sayibu, who endorsed the form after holding it for over one week.

2. **HoD's Demand and Threats (4th December 2025):** On 4th December 2025, Mr. Mahama Sayibu sent a message on the departmental communication platform, requesting that I see him in his office between 9:00 a.m. and 11:00 a.m. I indicated that I was unable to meet within the stipulated time. He responded by stating that the purpose of the meeting was to require me to provide evidence that I commenced my PhD in the year indicated on my form. He further threatened: *"I have contrary evidence and since you can't see me I will write and withdraw my signature."* I responded that he was at liberty to do as he wished, since it was not within his authority to determine when I commenced my doctoral studies.

3. **HoD's Irregular Memo to the Registrar (4th December 2025):** On the same date, Mr. Mahama Sayibu wrote a memo to the Registrar of the university, alleging that he suspected I did not commence my PhD in the year I had indicated on the form. He requested the university to demand my admission letter and progress reports. This memo contained several administrative irregularities, including the failure to route it through the Dean of the Faculty as required by university protocol, and the erroneous assumption that I had already applied for study leave, which I had not.

4. **Petition to GTEC by Seth Mahama Sayibu (circa 15th to 16th December 2025):** Mr. Seth Mahama Sayibu also petitioned GTEC, most likely on or about 15th or 16th December 2025, raising concerns about my appointment as Assistant Lecturer and the status of my research degree qualification.

5. **GTEC's First Letter to the Vice Chancellor (16th December 2025):** On 16th December 2025, GTEC wrote to the Vice Chancellor of UDS (Ref: AB4/0/01), with a letter signed by the Director-General, Professor Ahmed Jinapor Abdulai. The subject of the letter was *"Request for Information on the Upgrade of Mr. Hardi Shahadu to the Rank of an Assistant Lecturer."* The letter indicated that the Commission had received a petition regarding my person and requested evidence of my researched master's degree and the due processes followed in my upgrade to Assistant Lecturer. Notably, the letter stated: *"Records available to the Commission show that Mr. Shahadu does not have a researched master's degree."* The identity of the petitioner was not disclosed in this letter. (See **Enclosure 2**.)

6. **My Counter-Petition to GTEC (7th January 2026):** On 7th January 2026, taking cognisance of the petition filed against me and the actions already taken thereon by GTEC, I submitted a petition to the Director-General of GTEC, pursuant to Sections 3 and 4 of the Education Regulatory Bodies Act, 2020 (Act 1023), seeking an investigation into potential irregularities

in the employment and promotion of Mr. Seth Mahama Sayibu at UDS. This petition was received and acknowledge by GTEC's official email acount on 7th January 2026.

7. **GTEC's Letter Regarding My Petition (15th January 2026):** It is significant to note that GTEC did not write to the university regarding my petition until 15th January 2026. Moreover, this letter was addressed to *the Registrar*, not the Vice Chancellor, unlike the letters concerning the petition against me which were all addressed to the Vice Chancellor. Critically, in this letter, my identity as the petitioner was not only revealed, but my **entire petition was attached and released to the university** for "easy referencing." This stands in stark contrast to the protection afforded to the identity of the person who petitioned against me. The response deadline was set for 30th January 2026. (See **Enclosure 3**.)

8. **GTEC's Second Letter to the Vice Chancellor (12th February 2026):** On 12th February 2026, GTEC wrote again to the Vice Chancellor (Ref: AB4/0/01), with a letter signed by the Director-General. The subject was *"Request for Official Response on the Appointment and Promotion of Hardi Shahadu at the University for Development Studies."* In this letter, GTEC stated it had received *"a concern"* regarding suspected irregularities in my appointment and promotion. The use of the word "concern" rather than "petition" may suggest that the complaints against me in this instance were delivered verbally rather than in writing. The letter further stated that the concerns suggest I was appointed as Assistant Lecturer with a non-research MSc degree and later appointed as Lecturer. The response deadline was set for 27th February 2026. (See **Enclosure 4**.)

9. **GTEC's Third Letter and Unilateral Directive to Demote Me (5th March 2026):** On 5th March 2026, GTEC wrote to the Vice Chancellor, with a letter signed by the Deputy Director-General, Professor Augustine Ocloo (For: Director-General), referencing its 12th February letter and noting that the university had not yet responded. The letter then issued the following extraordinary directive:

   "That notwithstanding, and pending any further clarification from the University, the Commission hereby directs that Mr. Shahadu should be placed on the Rank of an Assistant Lecturer, with immediate effect."

The letter further directed the university to take the necessary steps to comply and provide evidence of compliance by **Friday, 20th March 2026**. The letter also copied the Pro. Vice-Chancellor (UDS), Registrar (UDS), Auditor General, and Controller and Accountant General. (See **Enclosure 4**.)

1. **Abandonment of the 16th December 2025 Letter:** It is clear that GTEC's letter of 12th February 2026 was written after the Commission realised that its 16th December 2025 letter was not only contradicted by the facts of its own records (namely, the evaluation report of 15th October 2021 which classified my MSc as a research degree), but was also unable to support its predetermined agenda to take punitive action against me, even in the absence of any wrongdoing on my part. This is evidenced by the fact that the Commission made no reference whatsoever to its letter of 16th December 2025 in either of its

subsequent letters of 12th February 2026 and 5th & 9th March 2026. The 12th February letter effectively started the case against me afresh, with a new subject line, a new characterisation of the complaint (using "concern" rather than "petition"), and new allegations that I was appointed as Lecturer with a non-research MSc, none of which appeared in the original 16th December letter. This pattern strongly suggests that the Commission's actions are not driven by a genuine regulatory inquiry, but rather by a determination to arrive at a preconceived outcome.

2. **GTEC's Letter to the Controller and Accountant General to Reverse My Salary (9th March 2026):** On 9th March 2026, merely four days after issuing its directive to the university and before the university had any opportunity to respond to any of its letters of 16th December 2025, 12th February 2026, or 5th March 2026, GTEC wrote to the Controller and Accountant General's Department (CAGD), addressed to the Director of Payroll. The letter, signed by Frank Nketiah, Director of Finance, For: Director General, was titled "Request for Salary Reversal on Regulatory Grounds: Hardi Shahadu (Staff ID: 1521047)" and referenced GTEC's letters of 5th March 2026 and 12th February 2026 (Ref: AB4/0/01), while once again remaining conspicuously silent on its own letter of 16th December 2025 on the same matter. The letter requested the CAGD to reverse my salary from "Lecturer (Non-PhD) to Assistant Lecturer in compliance with an investigation by the Commission regarding his qualifications." The letter further disclosed that GTEC's own Payroll Processing Section was unable to effect the change because "the MDA position control requirement on the assignment form prevents saving changes until the position is duly entered." The letter was copied to the Vice Chancellor (UDS), Director of Finance (UDS), and Head of IPPD (GTEC). In the absence of this control, the GTEC was going to unilaterally reverse my salary without recourse to any other institution; the university which employed me and the CAGD, which pays me. (See **Enclosure 5**.)

3. **GTEC Bypassed the University to Effect the Demotion:** The fact that GTEC wrote directly to the CAGD to reverse my salary, without waiting for the university's response, without the university having complied with the directive, and before the compliance deadline of 20th March 2026, is particularly significant. It reveals that the Commission was not genuinely seeking information or awaiting the university's input, but was determined to execute a preconceived outcome. The Commission's reference to "an investigation by the Commission regarding his qualifications" in its letter to the CAGD, without any evidence of such an investigation, is especially troubling. The Commission's own letters to the university indicated that it needed information from UDS to make its determination, yet it proceeded to effect a salary reversal before receiving any such information. Furthermore, the fact that GTEC's own Payroll Processing Section could not effect the change due to MDA position control requirements, and that the Commission therefore sought the CAGD's direct intervention, demonstrates the extraordinary lengths to which

the Commission was willing to go to execute this demotion, bypassing established payroll procedures and the employing university altogether.

4. **UDS Vice Chancellor's Response to GTEC (9th March 2026):** On 9th March 2026, the Vice Chancellor of UDS, Professor Seidu Al-hassan, wrote to the Director-General of GTEC (Ref: UDS/VC/F2/092), responding to GTEC's letters of 12th February and 5th March 2026. The Vice Chancellor's response set out five key facts: (a) that I was appointed as a Principal Research Assistant on 4th February 2021 because the university initially thought the MSc was a non-research degree; (b) that following GTEC's own evaluation, which stated the MSc was comparable to a Master's degree (research), I was appointed as an Assistant Lecturer on 31st October 2021; (c) that my appointment letter provided for a two-year probationary period, after which I would continue as Lecturer upon upgrading for a further six years; (d) that my appointment was confirmed and I was upgraded to Lecturer on 16th December 2024; and (e) that on 31st July 2025, about one and a half years after my upgrade to Lecturer, GTEC itself wrote stating that the minimum requirement for appointment as a Lecturer is a terminal degree (PhD), meaning I was appointed as Lecturer before GTEC's own directive on the matter. The Vice Chancellor concluded that, on the basis of the above evidence, the university finds it difficult to place me on the rank of Assistant Lecturer, since doing so would breach the provisions of my employment contract with the university. (See **Enclosure 6**.)

C. GROUNDS OF PETITION

I respectfully submit that the actions and decisions of the Director-General, Deputy Director-General and Director of Finance of GTEC, as outlined above, are irregular, unlawful, and constitute a grave violation of my rights for the following reasons:

I. The Directive to Demote Me Was Issued Without Lawful Basis

The GTEC directed that I be stripped of my rank as a Lecturer and placed on the rank of Assistant Lecturer without citing any provision of the Education Regulatory Bodies Act, 2020 (Act 1023), the UDS Statutes, or any applicable regulation, policy, my employement contract, or procedure. The Commission wrote twice to the university, on 16th December 2025 and 12th February 2026, seeking explanations and evidence, yet issued the demotion directive on 5th March 2026 before receiving any response from the university. If the statutes, appointments, and promotion policies of the university were irrelevant to GTEC's determination, the question arises as to why the Commission sought this information at all. Furthermore, the directive was issued "pending any further clarification," which by its own terms acknowledges that the Commission lacked sufficient information to make a determination, yet proceeded to demote me nonetheless. Most egregiously, GTEC wrote to the Controller and Accountant General on 9th March 2026 to reverse my salary, before the university had responded to any of the Commission's letters, and before the compliance

deadline of 20th March 2026, thereby unilaterally executing the demotion without any lawful basis.

II. Violation of the Right to Fair Hearing and Natural Justice

Throughout this entire process, the Director-General and his Deputy engaged the university on a matter with direct and serious consequences for my employment, rank, and livelihood, without at any point informing me or copying me on any of their correspondence. I was neither notified of the petition against me, nor given an opportunity to respond to the allegations, nor informed of the demotion directive before it was issued. Had the university failed to respond to GTEC's letters (as indeed it had not responded by 5th March 2026), I could have exercised my right to respond directly, in accordance with my labour rights and the principles of natural justice. The failure to notify me of the proceedings and afford me an opportunity to be heard constitutes a fundamental breach of the *audi alteram partem* rule and the rules of natural justice.

III. Contradiction of GTEC's Own Evaluation and Records

GTEC's letter of 16th December 2025 asserted that its records show that I do not possess a researched master's degree. This assertion directly contradicts GTEC's own official evaluation report dated **15th October 2021** (Ref: 200202103b7), which was signed by **Dr. Ahmed Jinapor Abdulai** in his then capacity as Deputy Director-General, For: Director-General. That evaluation report unequivocally concluded as follows:

> *"The Master of Science in Media, Communication and Development awarded to Hardi Shahadu by the London School of Economics and Political Science, UK is comparable to a Master's degree (research), in the relevant subject area, awarded by recognised tertiary education institutions in Ghana."*

The evaluation further classified the research status of the qualification in a table with the following findings:

Qualification	Observation	Recommendation
Master of Science in Media, Communication and Development	Research component of the Master's degree is adequate	Research degree Qualified

My appointment as Principal Research Assistant in February 2021 was made by UDS pending GTEC's evaluation of my MSc certificate, which I had submitted to GTEC for evaluation on 21st January 2021. Following receipt of the favourable evaluation report on 15th October 2021, UDS upgraded me to the rank of Assistant Lecturer on the basis of GTEC's own determination.

The question therefore arises: did the Commission actually consult its own records before making the contrary assertion in the 16th December 2025 letter, or had the Commission already predetermined the outcome it wished to achieve? This is particularly troubling because the very

official who signed the 2021 evaluation report classifying my degree as a research degree, Dr. Ahmed Jinapor Abdulai, then Deputy Director-General, is now the Director-General who signed the 16th December 2025 letter claiming the opposite.

IV. Selective and Discriminatory Application of Regulatory Authority

There is a marked and troubling disparity in the manner in which GTEC has handled the petition against me compared to the petition I filed against Mr. Mahama Sayibu. The specific instances of differential treatment include:

(a) Speed and urgency: The Commission acted on the petition against me with remarkable speed, writing three letters to the university (16th December 2025, 12th February 2026, and 5th March 2026) and issuing a demotion directive, all within approximately three months. In contrast, GTEC's letter to the university regarding my petition of 7th January 2026 was not sent until 15th January 2026, and to date, the Commission has shown no interest in following up on whether the university has responded to that letter, despite the response deadline of 30th January 2026 having long passed.

(b) Protection of petitioner identity: In the letters concerning the petition against me, the identity of the petitioner was never disclosed. However, in the letter regarding my own petition, my identity as the petitioner was not only revealed, but my entire petition was attached and released to the university.

(c) Level of addressee: The letters concerning the petition against me were addressed to the Vice Chancellor. The letter concerning my petition was addressed to the Registrar (a lower-ranking officer), suggesting a lesser degree of importance and urgency accorded to my complaint.

(d) Follow-up and enforcement: The Commission followed up vigorously on the petition against me, culminating in a demotion directive with a compliance deadline and copies to the Auditor General and Controller and Accountant General. No such follow-up or enforcement actions have been taken regarding my petition against Seth Mahama Sayibu.

This differential treatment raises serious concerns about whether individuals who have personal relationships with the top leadership of GTEC receive favourable treatment, while those without such connections are subjected to punitive action.

V. Influence of External Vested Interests

I have reasonable grounds to believe that Mr. Seth Mahama Sayibu is exploiting a personal relationship with the Director-General, Professor Ahmed Jinapor Abdulai, to manipulate the Commission into targeting me. The pattern of actions (the speed with which the Commission acted on the petition against me, the protection of the petitioner's identity in that case, the exposure of my identity and entire petition in contrast, the disparity in the level of urgency and follow-up, and

the failure to pursue my counter-petition with equal vigour) strongly suggests that the Commission's actions in this matter are motivated by personal interests rather than by the lawful discharge of its regulatory mandate.

I submit that this abandonment of institutional processes and procedures, laws and policies by those entrusted with the leadership of this important national institution, if left unchecked, sets a dangerous precedent that undermines institutional integrity, public confidence, and the rule of law.

VI. Premature and Unilateral Execution of the Demotion via the Controller and Accountant General

On 9th March 2026, GTEC wrote to the Controller and Accountant General to reverse my salary from that of a Lecturer to that of an Assistant Lecturer. This action was taken a mere four days after the directive of 5th March 2026, well before the compliance deadline of 20th March 2026, and before the university had responded to any of the Commission's three letters. By writing directly to the Controller and Accountant General to effect a salary reversal, bypassing the university entirely, the Commission demonstrated that it was not genuinely awaiting any response or clarification from UDS, but was determined to execute a preconceived outcome regardless of the facts.

The Commission's letter to the Controller and Accountant General stated that the salary reversal was "in compliance with investigation by the Commission regarding his qualifications," yet no evidence of any such investigation has been provided. The Commission's own letters to the university indicate that it was still seeking information to make a determination. This false invocation of an investigation that has not taken place is a serious matter that the Board must examine, because it consitutes lying to a statutory institution (CAGD) in order to achieve an aim.

It is equally significant that on the same date (9th March 2026), the Vice Chancellor of UDS wrote to GTEC providing evidence and the basis for my appointment, and explaining why placing me on the rank of Assistant Lecturer would breach my contract of employment with the university. This response from the university further exposes the prematurity and procedural impropriety of GTEC's actions, as the Commission had already taken steps to execute the demotion through the Controller and Accountant General on the very same day the university was responding.

D. PRAYERS

In light of the foregoing, I respectfully pray the Board of the Ghana Tertiary Education Commission to:

(i) Immediately investigate the conduct of the Director-General, Professor Ahmed Jinapor Abdulai, the Deputy Director-General, Professor Augustine Ocloo, and the Director of Finance, Mr. Frank Nketiah in the handling of this matter, with particular attention to the abandonment of due process, violations of natural justice, and the apparent influence of external vested interests;

(ii) Reverse and set aside the directive contained in GTEC's letters of 5th & 9th March 2026 ordering my demotion from the rank of Lecturer to Assistant Lecturer, and immediately instruct the Controller and Accountant General to restore my salary to that of a Lecturer, as the demotion and salary reversal were effected without lawful authority, without due process, and in violation of my fundamental rights;

(iii) Direct that I be copied on all correspondence between GTEC and UDS or any other party concerning my employment, rank, appointment, and promotion, in line with the principles of natural justice and the right to fair hearing;

(iv) Ensure that the Commission accords equal attention and urgency to my petition of 7th January 2026 seeking the investigation of potential irregularities in the employment and promotion of Mr. Seth Mahama Sayibu at UDS, including following up on the university's response to the Commission's letter of 15th January 2026;

(v) Direct the Commission to reconcile its 16th December 2025 assertion that I lack a researched master's degree with its own evaluation report of 15th October 2021 which classified my MSc as a research degree;

(vi) Take appropriate institutional measures to prevent the abuse of GTEC's regulatory authority for personal vendettas, and to safeguard the integrity of the Commission and public confidence in its operations.

E. RESERVATION OF RIGHTS

While I have the utmost respect for the Board and the institution of GTEC, I wish to expressly reserve my right to seek legal redress at any point, including but not limited to judicial review of the Commission's actions, applications to the Commission on Human Rights and Administrative Justice (CHRAJ), and any other remedies available under the laws of Ghana, without further notice to the Commission. I remain hopeful, however, that the Board will take swift and decisive action on this petition to restore fairness, uphold the rule of law, and protect my rights as a citizen and public servant.

F. UNDERTAKING

I affirm that this petition is submitted in good faith and that the facts and information provided herein are accurate to the best of my knowledge, information, and belief.

Yours faithfully,

HARDI SHAHADU
Lecturer, Department of Journalism and Media Studies
Faculty of Communication and Media Studies
University for Development Studies, Nyankpala Campus
Tamale, Northern Region, Ghana

ENCLOSURES:

1. Memo of Mr. Seth Mahama Sayibu to the Registrar, UDS (4th December 2025)
2. GTEC Letter to the Vice Chancellor, UDS: Request for Information on Upgrade of Hardi Shahadu (16th December 2025)
3. GTEC Letter to the Registrar, UDS: Request for Response to Petition on Seth Mahama Sayibu, with attached Petition of Hardi Shahadu (15th January 2026)
4. GTEC Letter to the Vice Chancellor, UDS: Request for Official Response on Appointment and Promotion of Hardi Shahadu (12th February 2026) and GTEC Letter with Directive to Demote Hardi Shahadu (5th March 2026)
5. GTEC Evaluation Report of MSc Certificate of Hardi Shahadu (15th October 2021)
6. GTEC Letter to the Controller and Accountant General's Department: Request for Salary Reversal on Regulatory Grounds (9th March 2026)
7. UDS Vice Chancellor's Response to GTEC: Request for Official Response on the Appointment and Promotion of Hardi Shahadu (Ref: UDS/VC/F2/092, 9th March 2026)

CC:

1. His Excellency the President of the Republic of Ghana, Jubilee House, Accra
2. The Hon. Minister for Education, Ministry of Education, Accra
3. The Commissioner, Commission on Human Rights and Administrative Justice (CHRAJ), Accra
4. The Auditor-General, Ghana Audit Service, Accra
5. The Controller and Accountant-General, Accra
6. The Chairman of Council, University for Development Studies

7. The Vice Chancellor, University for Development Studies, Tamale
8. The Pro Vice-Chancellor, University for Development Studies, Tamale
9. The Registrar, University for Development Studies, Tamale
10. The Dean, Faculty of Communication and Media Studies, UDS
11. The Director-General, GTEC, Accra
12. The Deputy Director-General, GTEC, Accra
13. The National President, University Teachers Association of Ghana (UTAG), University of Ghana, Legon
14. The Local Branch President, UTAG, University for Development Studies, Tamale

Incase of reply, the number and date of this letter be quoted
My Ref No.: AB4/0/01
Your Ref No.:.....

GHANA TERTIARY EDUCATION COMMISSION
GTEC
Driving a World Class Tertiary Education System for National Development

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www.gtec.edu.gh info@gtec.edu.gh

16th December, 2025

The Vice Chancellor
University for Development Studies
P. O. Box TL 1350
Tamale, Ghana

Dear Sir,

REQUEST FOR INFORMATION ON THE UPGRADE OF MR. HARDI SHAHADU TO THE RANK OF AN ASSISTANT LECTURER

The Ghana Tertiary Education Commission (GTEC) has received a petition regarding the upgrade of Mr. Hardi Shahadu to the rank of Assistant Lecturer. Records available to the Commission show that Mr. Shahadu does not have a researched master's degree.

We kindly request the university to provide evidence of his researched master's degree, and provide evidence of the due process followed in appointing him to the rank of Assistant Lecturer.

Yours faithfully,

Professor Ahmed Jinapor Abdulai
Director General

Cc: Deputy Director-General, GTEC
Registrar, UDS

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Your Ref No.:.....

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15th January, 2026

The Registrar
University for Development Studies
P. O. Box TL 1350
Tamale

Dear Sir,

REQUEST FOR OFFICIAL RESPONSE TO THE PETITION FOR APPOINTMENT AND PROMOTION OF MR. SETH MAHAMA SAYIBU AT THE UNIVERSITY FOR DEVELOPMENT STUDIES

The Ghana Tertiary Education Commission (GTEC) has received a petition from one Mr. Hardi Shahadu, a lecturer at UDS, dated 7th January,2026, regarding suspected irregularities in the employment and promotion of Mr. Seth Mahama Sayibu at the University for Development Studies.

The Commission is writing to respectfully request an official response from the University regarding the petition raised for consideration. It would be appreciated if a response could reach the Commission by Friday, 30th January 2026.

A copy of the petition is attached for easy referencing. We count on your usual co-operation.

Yours faithfully,

Professor Ahmed Jinapor Abdulai
Director-General

Cc: Hon. Minister for Education
Vice Chancellor, University for Development Studies
Deputy Director- General, GTEC

Office Location:
GA-452-0871
East Legon - Trinity - IPS Road (Legos Avenue); Adjacent Chartered Institute of Bankers Ghana, Accra - Ghana

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15th January, 2026

The Registrar
University for Development Studies
P. O. Box TL 1350
Tamale

Dear Sir,

REQUEST FOR OFFICIAL RESPONSE TO THE PETITION FOR APPOINTMENT AND PROMOTION OF MR. SETH MAHAMA SAYIBU AT THE UNIVERSITY FOR DEVELOPMENT STUDIES

The Ghana Tertiary Education Commission (GTEC) has received a petition from one Mr. Hardi Shahadu, a lecturer at UDS, dated 7th January,2026, regarding suspected irregularities in the employment and promotion of Mr. Seth Mahama Sayibu at the University for Development Studies.

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A copy of the petition is attached for easy referencing. We count on your usual co-operation.

Yours faithfully,

Professor Ahmed Jinapor Abdulai
Director-General

Cc: Hon. Minister for Education
Vice Chancellor, University for Development Studies
Deputy Director- General, GTEC

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GHANA TERTIARY EDUCATION COMMISSION
ACCRA
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REGISTRY

Hardi Shahadu
Lecturer, Department of Journalism and Media Studies, Faculty of Communication and Media Studies, University for Development Studies, Tamale, Northern Region

13/1/26

Date: 7th January 2026

The Director-General
Ghana Tertiary Education Commission (GTEC)
P. O. Box MB 28
Accra

Dear Sir/Madam,

PETITION FOR INVESTIGATION INTO SUSPECTED IRREGULARITIES IN THE EMPLOYMENT AND PROMOTION OF SETH MAHAMA SAYIBU AT THE UNIVERSITY FOR DEVELOPMENT STUDIES

I respectfully submit this petition to the Ghana Tertiary Education Commission (GTEC), the statutory body charged with the regulation and coordination of tertiary education in Ghana, pursuant to Section 3 & 4 of the Education Regulatory Bodies Act, 2020 (Act 1023).

This petition seeks the intervention of GTEC to investigate suspected irregularities in the employment and subsequent promotion of one Seth Mahama Sayibu at the University for Development Studies (UDS), a public tertiary institution established under the laws of Ghana.

The Ghana Tertiary Education Commission, under the Education Regulatory Bodies Act, 2020 (Act 1023) is mandated to regulate tertiary education institutions, ensure compliance with approved academic standards, and investigate complaints relating to the administration of tertiary institutions. Accordingly, GTEC has the mandate and jurisdiction to receive, investigate, and act upon this petition concerning the University for Development Studies.

BACKGROUND AND STATEMENT OF FACTS

The following facts form the basis of this petition:

Appointment as Lecturer
Seth Mahama Sayibu was appointed as a Lecturer at UDS in February 2021.
Concerns arise as to whether the Appointments and Promotions Board recommended his appointment. At the time of his appointment, evidence suggests that he had not formally submitted a PhD certificate to the University. In July 2022, Seth Mahama Sayibu sought permission to travel to the United Kingdom to attend his PhD graduation, raising questions regarding the academic basis of his earlier appointment. There is no record, at Faculty level, of formal submission of the PhD certificate following this graduation.

Appointment as Head of Department
Seth Mahama Sayibu served as Lecturer-Head of Department for approximately three years between 2021 and 2024.Upon expiration of his third term, a request for re-appointment was reportedly not recommended by the Dean, yet the re-appointment was effected regardless.

Promotion to Senior Lecturer
Seth Mahama Sayibu was subsequently promoted to the rank of Senior Lecturer.
Concerns exist as to whether the promotion was duly endorsed through Faculty-level recommendations and whether external assessment scores met required thresholds..

GHANA TERTIARY EDUCATION COMMISSION
RECEIVED
13 JAN 2026
00026455
Front Desk

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GROUNDS FOR THIS PETITION

This petition is premised on the following grounds:

1. Possible non-compliance with UDS statutes and appointment procedures;
2. Potential breach of approved academic qualification requirements;
3. Need to safeguard academic integrity and public confidence;
4. GTEC's statutory duty to ensure regulatory compliance.

RELIEFS SOUGHT

In view of the foregoing, I respectfully request that the Ghana Tertiary Education Commission, without any delay and with the same urgency given to similar petitions:

1. Conducts a formal investigation into the appointment and promotion processes of Seth Mahama Sayibu by the university;
2. Examines all relevant appointment, promotion, and assessment records of Seth Mahama Sayibu with the university;
3. Verifies the timing and formal submission of his academic credentials to the university;
4. Determines compliance with applicable statutes and regulations;
5. Issues appropriate directives to the University where lapses are established;
6. Communicates the outcome of the investigation to the petitioner.

UNDERTAKING

I affirm that this petition is submitted in good faith and that the information provided is accurate to the best of my knowledge.

CONCLUSION

I respectfully urge GTEC to exercise its regulatory mandate to safeguard the integrity of Ghana's tertiary education system. I trust that the Commission will give this petition the urgent and swift attention it deserves, just as similar petitions have been shwiftly acted upon by the Commission.

Thank you for your attention to this matter.

Yours faithfully,

Hardi Shahadu
Lecturer, Department of Journalism and Media Studies,
Faculty of Communication and Media Studies, University for Development Studies
Nyakpala Campus, Tamale, Northern Region
Email: hshahadu@uds.edu.gh
Phone: 0246832847

cc:

1. Hon. Minister for Education, Accra
2. Council Chairperson, University for Development Studies
3. Vice Chancellor, University for Development Studies
4. Registrar, University for Development Studies
5. Board Chair, GTEC
6. Deputy Director-General, GTEC

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Your Ref No.:.....

GHANA TERTIARY EDUCATION COMMISSION
GTEC
Driving a World Class Tertiary Education System for National Development

P. O. BOX MB 28 ACCRA - GHANA
Tel: +233-55-7664407
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www.gtec.edu.gh info@gtec.edu.gh

5th March, 2026

The Vice-Chancellor
University for Development Studies
P.O. Box TL 1350
Tamale

Dear Sir,

RE: REQUEST FOR OFFICIAL RESPONSE ON THE APPOINTMENT AND PROMOTION OF HARDI SHAHADU AT THE UNIVERSITY FOR DEVELOPMENT STUDIES

We refer to our letter dated ***12th February 2026*** with reference number ***AB4/0/01*** on the above subject (copy attached).

The Ghana Tertiary Education Commission (GTEC) in the said letter requested an official response from the University regarding a petition raised concerning the appointment of Mr. Hardi Shahadu, a lecturer at your university, and to help address the concerns raised in the petition. The Commission is yet to receive a response from the university.

That notwithstanding, and pending any further clarification from the University, the Commission hereby directs that Mr. Shahadu should be placed on the rank of Assistant Lecturer, with immediate effect.

The University is therefore requested to take the necessary steps to ensure compliance with this directive and inform the Commission accordingly on steps taken with evidence by **Friday, 20th March, 2026**.

We count on your usual cooperation.

Yours faithfully,

Prof. Augustine Ocloo
Deputy Director-General
For: Director-General

Cc: Pro. Vice-Chancellor, UDS
Registrar, UDS
Auditor General
Controller and Accountant General

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12th February, 2026

The Vice Chancellor
University for Development Studies
P.O. Box TL1350
Tamale

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REQUEST FOR OFFICIAL RESPONSE ON THE APPOINTMENT AND PROMOTION OF HARDI SHAHADU AT THE UNIVERSITY FOR DEVELOPMENT STUDIES

The Ghana Tertiary Education Commission (GTEC) has received a concern regarding suspected irregularities in the appointment and promotion of Mr. Hardi Shahadu, Department of Journalism, Faculty of Communications and Media Studies, UDS.

The concerns raised suggest that Mr. Shahadu was appointed as Assistant Lecturer with a Non-Research MSc. degree and later appointed as Lecturer at the University.

The Commission is writing to respectfully request an official response from the University regarding the petition raised for consideration. It would be appreciated if a response including details of his highest evaluated qualification could reach the Commission by Friday, 27th February, 2026.

We count on your usual cooperation.

Yours faithfully,

Prof. Ahmed Jinapor Abdulai
Director-General

CC: Registrar, UDS

GHANA TERTIARY EDUCATION COMMISSION (GTEC)

In case of reply the number and date of this letter be quoted

My Ref. No.

Your Ref.

REPUBLIC OF GHANA

P. O. Box MB 28
Accra – Ghana
Email: evaluation@gtec.edu.gh
Website: www.gtec.edu.gh

October 15, 2021

SN: 2002021036 7

REGISTRAR
UNIVERSITY FOR DEVELOPMENT STUDIES
TAMALE

EVALUATION OF CERTIFICATE
HARDI SHAHADU

The certificate awarded to **Hardi Shahadu** by the **London School of Economics and Political Science, UK** and submitted to the Ghana Tertiary Education Commission (GTEC) for evaluation refers.

We wish to inform you that the **Master of Science in Media, Communication and Development awarded to Hardi Shahadu** by the **London School of Economics and Political Science, UK is comparable to a Master's degree (research), in the relevant subject area, awarded by recognised tertiary education institutions in Ghana.**

Research Status
Details on the research status of the qualification for **appointments and promotion in recognized tertiary education institutions in Ghana** is indicated in the table below:

Qualification	Observation	Recommendation
Master of Science in Media, Communication and Development	Research component of the Master's degree is adequate	Research degree Qualified

Further information required in connection with this may be obtained from the Ghana Tertiary Education Commission (GTEC).

Please note that National Accreditation Board (NAB) and National Council for Tertiary Education (NCTE) have been merged to form the Ghana Tertiary Education Commission (GTEC) under the new Education Regulatory Bodies Act 2020 (Act 1023).

DR. AHMED JINAPOR ABDULAI
DEPUTY DIRECTOR GENERAL
FOR: DIRECTOR GENERAL

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9th March 2026

The Controller & Accountant General
Controller & Accountant General's Department
Head Office
Accra

Attn: Director of Payroll, CAGD

Dear Sir/ Madam,

REQUEST FOR SALARY REVERSAL ON REGULATORY GROUNDS – HARDI SHAHADU (STAFF ID: 1521047).

Reference is made to our letters No. AB4/0/01 dated March 05, 2026, and February 12, 2026, respectively on the request for official response on the Appointment and Promotion of Hardi Shahadu (copies attached).

The Ghana Tertiary Education Commission writes to seek your assistance in reversing the salary level of the above-named staff from Lecturer (Non-PhD) to Assistant Lecturer in compliance with an investigation by the Commission regarding his qualifications.

The Payroll Processing Section of the Commission is unable to effect this change because of the understated reasons.

- The MDA position control requirement on the assignment form prevents saving changes until the position is duly entered.

We would be grateful if this request is treated with the utmost urgency that it requires.

We count on your usual cooperation.

Yours faithfully,

FRANK NKETIAH
DIRECTOR, FINANCE
FOR: DIRECTOR GENERAL

Cc: Vice Chancellor, University of Development Studies
Director of Finance, University of Development Studies
Head IPPD, GTEC

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5th March, 2026

The Vice-Chancellor
University for Development Studies
P.O. Box TL 1350
Tamale

Dear Sir,

RE: REQUEST FOR OFFICIAL RESPONSE ON THE APPOINTMENT AND PROMOTION OF HARDI SHAHADU AT THE UNIVERSITY FOR DEVELOPMENT STUDIES

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Yours faithfully,

Prof. Augustine Ocloo
Deputy Director-General
For: Director-General

Cc: Pro. Vice-Chancellor, UDS
Registrar, UDS
Auditor General
Controller and Accountant General

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12th February, 2026

The Vice Chancellor
University for Development Studies
P.O. Box TL1350
Tamale

Dear Sir,

REQUEST FOR OFFICIAL RESPONSE ON THE APPOINTMENT AND PROMOTION OF HARDI SHAHADU AT THE UNIVERSITY FOR DEVELOPMENT STUDIES

The Ghana Tertiary Education Commission (GTEC) has received a concern regarding suspected irregularities in the appointment and promotion of Mr. Hardi Shahadu, Department of Journalism, Faculty of Communications and Media Studies, UDS.

The concerns raised suggest that Mr. Shahadu was appointed as Assistant Lecturer with a Non-Research MSc. degree and later appointed as Lecturer at the University.

The Commission is writing to respectfully request an official response from the University regarding the petition raised for consideration. It would be appreciated if a response including details of his highest evaluated qualification could reach the Commission by Friday, 27th February, 2026.

We count on your usual cooperation.

Yours faithfully,

Prof. Ahmed Jinapor Abdulai
Director-General

CC: Registrar, UDS

Office Location:
GA-452-0871
East Legon - Trinity - IPS Road (Legos Avenue); Adjacent Chartered Institute of Bankers Ghana, Accra - Ghana

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UNIVERSITY FOR DEVELOPMENT STUDIES

Tel:0372093659/0372022078/0372026634
Fax: 03720-22080
Website: www.uds.edu.gh
Email: vc@uds.edu.gh

P. O. Box 1350
Tamale, Ghana

Our Ref: UDS/VC/F2/092

Your Ref:.....

OFFICE OF THE VICE-CHANCELLOR

Date: March 9, 2026

The Director-General
Ghana Tertiary Education Commission
Post Office Box MB 28

Dear Sir,

RE: REQUEST FOR OFFICIAL RESPONSE ON THE APPOINTMENT AND PROMOTION OF HARDI SHAHADU AT THE UNIVERSITY FOR DEVELOPMENT STUDIES

I refer to your letter dated February 12, 2026 and March 5, 2026 on the above subject and respond as follows:

1. Mr. Hardi Shahadu was appointed as a Principal Research Assistant in the University for Development Studies on February 4, 2021 with an MSc in Media Communication and Development from the London School of Economics and Political Science **(Appendix A).**

2. He was appointed a Principal Research Assistant because the University thought the MSc certificate was a non-Research Masters degree. However, an evaluation of his certificate by GTEC stated that the Master of Science (MSc) in Media Communication and Development awarded to Mr. Hardi Shahadu by the London School of Economics and Political Science in the United Kingdom (UK) was comparable to a Masters degree (research) in the relevant subject area awarded by a recognized Tertiary Education Institutions in Ghana **(Appendix B).**

3. Based on GTEC's evaluation, Mr. Hardi Shahadu was appointed as an Assistant Lecturer on October 31, 2021 **(Appendix C).**

4. Paragraph 2 of the appointment letter stated "The appointment will be for a probationary period of two (2) years. On satisfactory completion of your two (2) years' probation period, the appointment may be confirmed and you will continue as Lecturer upon upgrading for a further period of six (6) years". Mr. Hardi's appointment was therefore confirmed and he was upgraded to Lecturer on December 16, 2024 **(Appendix D).**

5. On July 31, 2025, about one and a half years after Mr. Hardi Shahadu was upgraded to Lecturer, GTEC wrote and stated that the minimum requirement for appointment as a Lecturer is a terminal degree (PhD) **(Appendix E).** Thus, Mr. Hardi Shahadu was appointed as Lecturer before GTEC's directive.

On the basis of the above evidence, the University finds it difficult to place Mr. Hardi Shahadu on the rank of Assistant Lecturer, since that will breach some of the provisions of the employment contract with the staff.

Yours faithfully,

Prof. Seidu Al-hassan
Vice- Chancellor

cc: *Pro-Vice -Chancellor* *Director, Finance*
Registrar *Director, Audit*