



GHANA LIBRARY ASSOCIATION

(Registered under the Professional Bodies Decree NRCDC 143 of 1973 with
Registration No. PB 21 dated 2nd August 1986)

Our Ref: GLA/811-FAA/2026

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Date: 30th March, 2026

Open Petition to the Minister of Education

Dear Hon. Haruna Iddrisu,

RE: PETITION TO UPHOLD THE APPOINTMENT OF DR. FRED ALPHA ADAMS AS ACTING VICE PRINCIPAL OF DAMBAI COLLEGE OF EDUCATION

The Ghana Library Association (GLA) writes to respectfully petition your office, the Ghana Tertiary Education Commission (GTEC), and the National Council for Tertiary Education (NCTE) to uphold the appointment of Dr. Fred Alpha Adams as the Acting Vice Principal of Dambai College of Education.

The Association has taken note of the concerns raised by the Colleges of Education Teachers Association of Ghana (CETAG) questioning the suitability of Dr. Adams, a qualified Academic Librarian and PhD holder, for the administrative leadership role. We write to provide clarity, present evidence, and highlight best practices that firmly establish that academic librarians are not only qualified but are often exemplary candidates for leadership positions within tertiary education institutions.

1. Legal and Regulatory Framework Support of the Appointment

Per the dictates of Article 195 (3) of the Constitution of Ghana, "The power to appoint persons to hold or act in an office in a body of higher education, research or professional training, shall vest in the Council or other governing body of that institution or body." We trust that the Council of Dambai College of Education acted within this constitutional mandate and Article 16 (1) of the Colleges of Education Act, 2012. The Council's decision to appoint Dr. Adams is therefore a legitimate exercise of its statutory authority. Therefore, the cry of "Ultra Vires" by the leadership of CETAG regarding the appointment of Dr. Adams does not arise.

2. Academic Librarians Are Classified as Academic Staff

CETAG's core argument rests on a fundamental misunderstanding of the term "academic." The Harmonised Statutes for Colleges of Education, particularly Statute 25, does not list the library as a non-teaching unit, affirming its academic role. Furthermore, academic librarians are required to hold a research master's degree, preferably a PhD, a qualification synonymous with academic staff.

The University for Development Studies (UDS), the parent public university to which Dambai College of Education is affiliated, provides further clarity. Section 9.0 of the Criteria for Appointments and Promotion of Senior Members of the University for Development Studies (dated January 2026) states without ambiguity: "Staff of the library, on coming into effect of these Statutes, shall belong to the academic senior member category."

Again, part of CETAG's argument hinges on the premise that no Academic Librarian has ever held the office of a Vice Chancellor/Principal, Pro Vice-Chancellor/Vice Principal and the like, and as such, the lack of precedence. This indicates their lack of awareness of some of the advancement in the higher education space in Ghana. Prior to the year 2012/2013, Academic Librarians were not necessarily required to hold a research masters/PhD for appointment and promotion. This meant that they had no chance of matching their teaching counterparts in terms of the requirement for occupying such high administrative offices. The situation is presently the reverse. Currently, Academic Librarians go through the same or analogous rigor for appointment and promotion, putting them at par for the same opportunities available for academics.

3. The UTAG Precedent

CETAG's attempt to separate academic librarians from the broader academic community is inconsistent with established national practice. The University Teachers Association of Ghana (UTAG), despite its name, includes academic librarians as full members. Notably, between 2016 and 2018, an Academic Librarian served as the National Treasurer of UTAG. This demonstrates that within Ghana's public university system, librarians are recognized as integral academic staff, eligible for leadership roles.

4. The Vice Principal Role is Administrative, Not Exclusively Teaching

The position of Vice Principal is an administrative office requiring leadership, institutional knowledge, and administrative acumen and qualities. Academic librarians are highly trained professionals who manage complex institutional resources, lead departments, support research, and facilitate teaching and learning. Their role places them at the center of knowledge development and institutional growth.

The office of the College Librarian or University Librarian is equally a tenured administrative leadership position like any academic unit. It provides the opportunity for its occupants to gain administrative experience in diverse areas of the institution and how they fuse into the total governance of the entire institutional structure. If CETAG members with expertise in only their subject areas, can gain experience as Heads of Department of their unique academic units, and with the right higher degree qualifications, appreciate and lead the entire institution despite the unique needs of the diverse units including the library and the office of the librarian, then it is only fair to note that a qualified Academic Librarian can have the same appreciation of institutional diversity and provide leadership. CETAG's assertion that one must be a "course teacher" to be able to understand and appreciate the needs of the "academic teaching units" at the governance level is misleading and encourages exclusivity among academics.

5. Appointment Based on Merit and Academic Standing

We understand that Dr. Adams is not only an academic librarian but also a PhD holder and, from available information, the most senior PhD holder among the academic staff at Dambai College of Education. The Search Committee and the Council rightly affirmed his appointment based on merit, qualification, and experience. Information reaching the GLA indicates that the Council of the College has already given its justification for the appointment to GTEC upon the request of the same by GTEC, after which a letter of appointment was issued to Dr. Adams.

To deny Dr. Adams the leadership role on the basis of not 'teaching', rather than his competence, would constitute unfair discrimination and set a dangerous precedent for other non-teaching academics in higher education.

Conclusion

The Ghana Library Association firmly believes that upholding Dr. Adams' appointment will affirm the principle that administrative leadership positions in tertiary institutions should be based on merit, competence. It will also signal a progressive, inclusive approach to academic governance that values the contributions of all categories of academic staff.

We therefore urge the Ministry of Education, GTEC, and NCTE to reject the demands of CETAG and uphold the appointment of Dr. Fred Alpha Adams as Acting Vice Principal of Dambai College of Education.

We trust that you will give this letter the urgent consideration it deserves.

Signed:

Yours in the service of the nation,

Kodjo Asafo-Adjei Antwi

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Cc:

The Director-General, Ghana Tertiary Education Commission (GTEC)

The Executive Secretary, National Council for Tertiary Education (NCTE)

The Chairman, Council of Dambai College of Education

The President, Conference of Principal of Colleges Education, Ghana (PRINCOF)

The Principal, Dambai College of Education

National President, Academic Librarians Association of Colleges of Education, Ghana (ALACEG)

The National Chairman, University Librarians of Ghana (ULG)