

CURRICULUM VITAE

A. GENERAL INFORMATION:

1. **Name:** ADEBAYO, John Olusegun
2. **Date and Place of Birth:** 1st September, 1970 / Ile-Ife
3. **Gender** Male
4. **Nationality** Nigerian
5. **State of Origin** Osun
6. **Local Government Area** Ife East
7. **Marital Status:** Married
8. **Names and Ages of Children:**
Adebayo, Treasure Ololade - 16 years
Adebayo, Bright Modeniayo - 7 Years
Adebayo Vemiot Oluwafikayomi - 4 Years
Ayeni, Mary - 17 years
9. **Name and Relationship of Next of kin/Phone Number:** Mrs. Abimbola Grace Adebayo
/ Spouse - 07031596208
10. **Permanent Address:** House 8, Zone 4, Eleweran Quarters, Ile-Ife
11. **E-mail Address:** john.adebayo@uniosun.edu.ng
12. **Cell Phone Number:** 08034275252
13. **College/Faculty:** College of Law
14. **Department:** Registry
15. **Position on First Appointment:** Administrative Officer
16. **Present Position and Salary Grade Level/step:** Deputy Registrar / Contiss 14
17. **Date of Present Position (Promotion):** 1st October, 2022
18. **Is my Appointment Confirmed? :** Yes
19. **Date of Confirmation of Appointment:** 29th December, 2010

B. EDUCATIONAL BACKGROUND:

1. Educational Institutions Attended with Dates:

- i. National Open University of Nigeria - August 2016 - September 2019
- ii. Federal University of Technology, Akure - March 2002 - September 2004
- iii. Obafemi Awolowo University, Ile-Ife - December 1991-February 1998
- iv. Saint John`s Grammar School, Ile-Ife - September 1985 - December 1988
- v. Community High School, Ile-Ife - October 1981 - July 1985

2. Academic / Professional Qualifications Obtained with Dates:

- | | | |
|---|---|------|
| i. West Africa School Leaving Certificate (O/level) | - | 1988 |
| ii. Bachelor of Agriculture in Agricultural Economics (second class lower) | - | 1999 |
| iii. Certificate in Electronic Data Processing | - | 1999 |
| iv. Diploma in Data Processing | - | 2000 |
| v. Master of Business Administration (MBA) | - | 2004 |
| vi. Master of Science (M.Sc.) Business Administration | - | 2020 |
| vii. Certificate of Professional Development, London Institute of Skills Development, Uk- | | 2022 |
| viii. Certificate of Professional Development in "Leadership in the Workplace" by Global Skills Hub, United Kingdom, Uk. (www.globalskillsbub.co.uk) (CPD point 7) | | 2023 |

C. WORK EXPERIENCE OUTSIDE THE UNIVERSITY SYSTEM:

i.. Demboa Investment Limited, Bwari, Abuja.

Position held: Administrative / Marketing Executive, 2000 - 2002

Schedule of Duties:

- (a) Responsible to the Administrative/Marketing Manager
- (b) Assisting in the preparation and writing of Business Plan and Proposals
- (c) Documentation of vital documents, writing of minutes of meetings and reports of activities
- (d) Canvassing for market and business opportunities within Abuja metropolis

ii.. Demboa Investment Limited, Bwari, Abuja.

Position held: Administrative/Marketing Manager, 2003 - 2006

Schedule of Duties:

- (a) Responsible to the Corporate Manager/Director
- (b) Member of the Management Team of the Company
- (c) Preparation of the Business Plan and Marketing Strategy for the Year
- (c) Involved in strategic planning, business planning and proposals writing for the company

D. WORK EXPERIENCE IN OTHER UNIVERSITY:

National Youth Service:

Ahmadu Bello University, Samaru College of Agriculture, Zaria, Kaduna State.

Position Held: Graduate Assistant (Corp Member) - 1999-2000

E. WORK EXPERIENCE IN OSUN STATE UNIVERSITY:

(1) College of Humanities and Culture, Ikire Campus

Position held: Student Affairs Officer - October - 2007 - October 2010

Schedule of Duties:

- i. Responsible to the Dean of Student Affairs and the Provost of the College of Humanities and Culture, Ikire Campus for the welfare of Students in the College.
- ii. Responsible for processing of Students' Applications and Requests for Bursary Awards, Visa Applications, Grants and Scholarship to the Dean, Students' Affairs and/or the Registrar as the case may be.
- iii. Oversee Students' Associations, Activities and Programmes in the College.
- iv. Assisting Students for Accommodation issues
- v. Regular meetings with the Landlord Associations, Vigilante Groups, Security Outfits in the College and Ikire Town as a whole.
- vi. Secretary, College Parents' Forum - 2008-2010
- vii. Secretary, College Students' Welfare Committee - 2008-2010
- viii. Secretary, College Transport Committee - 2009-2010

(2) College of Science, Engineering and Technology, (SET), Osogbo Campus

Position held: Administrative Officer Assisting the College Secretary - 2010-2011

Schedule of Duties:

- i. Servicing of meetings of the College Academic Board, Board of Studies and Review Panel.
- ii. Secretary, College Students' Disciplinary Committee.
- iii. Secretary, College Examination Malpractice Committee.
- iv. Secretary, College Transport Committee.

(3) Centre for Human Resource Development and Lifelong Learning, (CHRDLLL), Okuku Campus.

Position held: Centre Administrative Secretary - 2011 - 2015

Schedule of Duties:

- i. Overseen the day-to-day administrative running, coordination and programmes of the Centre
- ii. Secretary, Management Board of the Centre.
- iii. Secretary, Management Committee of the Centre.
- iv. Administrative Coordinator/Contact Person with Ahmadu Bello University, Zaria on the 2014/2015 IJMB Programme of the Center.
- v. Secretary, Committee on Commencement of JUPEB and Part-time Programme of the Centre.
- vi. Secretary, Ad hoc Committee on the formulation of Open and Distance Learning (ODL) Policy for the Centre.

(4) College of Management and Social Sciences (MSS), Okuku Campus.

Position held: College Secretary - May 2015 - May 2022

Schedule of Duties:

- i. Secretary, College Academic Board
- ii. Secretary, College Review Board
- iii. Secretary, College Students' Disciplinary Committee
- iv. Secretary, College Examination Malpractices Committee
- v. Supervision and overseeing of the two Faculty Officers of the Management and Social Sciences.
- vi. Acting Faculty Officer, Faculty of Management Sciences, Okuku Campus - 2015-2016
- vii. Acting Faculty Officer, Faculty of Social Sciences, Okuku Campus - 2015-2016
- viii. Secretary, Faculties of Social Sciences and Management Sciences Boards of Studies
- ix. Secretary, Other Ad-hoc Committees of the College

(5) College of Law, Ifetedo Campus.

Position held: College Secretary – June 1, 2022 – November 8, 2024

Schedule of Duties:

- i. Secretary to Statutory and Ad-hoc Committees of the College
- ii. College Administrative duties

F. CO-CURRICULAR PROFESSIONAL EXPERIENCE:

Coordinator, College Sports' Programme, Ikire Campus - 2008-2010

Member, University Sport Committee – 2009 - 2011

G. MEMBERSHIP OF PROFESSIONAL BODY:

- (i) Member, Association of University Administrator (AUA), UK. (No: 00108232) - 2021
- (ii) Full Member, (CPM/11/4803), Chartered Institute of Public Management of Nigeria. -2014
- (iii) Association of Nigerian University Professional Administrators (ANUPA), (No: 3015) - 2010
- (iv) Fellow, Institute of Policy Management and Leadership Development, (FIPMLD) - 2026

H. SERVICE:

(i). University:

1. Protocol/Desk Officer – Association of Vice-Chancellors of Nigeria Universities (AVCNU) hosted by Osun State University, 19-22/04/2010
2. Secretary, University Inter-Collegiate Debate and Essay Competitions - 2009-2016

3. Acting Secretary, Centre for Entrepreneurial Studies, Okuku Campus - 2015-2018
4. Branch Secretary, Senior Staff Association of Nigeria University, UNIOSUN Branch - 2016 - 2022.
5. Hall Warden, University Hostels, Okuku Campus - 2020-2022
6. Chairman, Senior Staff Association of Nigeria University, UNIOSUN Branch – 2022 till date.

(ii) Community:

1. Vice-Chairman, Great Ife Alumni, The Source branch, Ile-Ife. 2020-2024
2. Desk Officer - Global Conference of Black Nationalities hosted by Osun State Government- 23rd - 27th August, 2010.
3. Desk Officer - Conference of Black Mayors, hosted by Osun State Government 25th February - 3rd March, 2011.
4. Desk Officer - Osun @ 20, A celebration of twenty years of Osun State- September, 2011

(iii) National:

1. Demarcator, 2005 Demarcation and Housing Survey of the National Population Commission.
2. Facilitator, Training of the Enumerators during the 2006 Census of the National Population Commission.

(iv) INTERNATIONAL - NA

I. PUBLICATIONS/ARTICLES:

1. Mustapha R.O., Brimah, A.N., **Adebayo, J.O.** & Ajibola, K.S. (2026) Vocational competence and entrepreneurial intention among Nigerian Universities' students, *Uniosun Journal of Employment Relations and Management*, 6(1).
2. Badiru, N. I., Oyedepo, O. H., & **Adebayo, J. O.** (2023). Entrepreneurial Characteristics and Organisational Performance of Medium Enterprises. *Izvestiya. Journal of Economics, Management and Informatics*, 67 (1), p. 5 – 23. DOI: 10.56065/IJUEV2023.67.1.5
3. Ajibola, K.S., Oginni, B.O., Yahaya, J.I., Tewogbade, S.O., Ilori, O.A., Kayode, C.A., & **Adebayo, J.O.** (2023). Flexible Work Arrangements and Employee Retention: Evidence from Nigerian Breweries Plc Workforce. *Ilorin Journal of Administration and Development* 7(2), 65-87.
4. Salami, A.O., Badiru, N.I., **Adebayo, J.O.**, Oyedepo, O.H (2022). Impact of Green Supply Chain Practices on Organisational Performance in Nigeria's Manufacturing

Sector. *Christopher University Journal of Management and Social Sciences (CUJMSS)* 2(2), 1-12.

5. Lawal, N.A., **Adebayo, J.O.**, Ojokuku, R.M., and Oladejo, K.S. (2021). Impact of Entrepreneurial Human Capital on Youth Economic Inclusion through Agripreneurship in Osun State. *Al-Hikmah International Journal of Finance (AHIJof)* 1 (2).
6. **Adebayo, J.O.**, Afolabi, K. (2011). From Leo Ajiborisa to Rauf Aregbesola; Perspectives on Osun at Twenty, Edited by Siyan Oyeweso and Kola Afolabi; 'The Driving Force of Government: A peep into the Roles and Profiles of Secretaries to the State Government, Heads of Service and Chief of Staff in Osun State 1991-2011. 27.
7. **Adebayo, J.O.** (2010). Staff and Students Relationship in the University Environment', Published in 'The Link', A Magazine of Linguistics and Communication Studies Students' Association, Osun State University, Ikire Campus, 2, 28.
8. **Adebayo, J.O.** (2009). Sorrows, Tears and Blood, Campus Cultism, A Cancerous Monster', Published in 'The Link' A Magazine of Linguistics and Communication Studies Students' Association, Osun State University, Ikire Campus., 1, 4.

J. CONFERENCES / WORKSHOPS / SEMINARS ATTENDED:

- i. Osun State University 5th Registry Annual Lecture "Upholding the 21st Century Technological Trend in University Administration: The Registry at its Pivotal held at Osun State University, Osogbo on Thursday, 27th August, 2026
- ii. 4th African Education Summit held in Ghana organized by the Global Hub Skill, UK, March 19 - 21, 2026
- iii. Osun State University 4th Registry Annual Lecture "The Registry as the Heart of the University: Cultivating Connection, Collaboration and Excellence through Interpersonal Skills for Effective Institutional Administration, held at Osun State University, Osogbo on Thursday, 28th August, 2025
- iv. Personal Effectiveness and Interpersonal Skills Improvement for Sustainable Organisational Performance – by Chartered Institute of Administration, Lagos, 26-28 March, 2025.
- v. ANUPA Bi-monthly Training/Workshop: "Post-Covid Experience, the need for paradigm shifts in the university administration: Professional Administrators' perspective", held at Multipurpose Hall, Osun State University, Osogbo on Thursday, 12th September, 2024.

- vi. Workshops on “Industrial Relations Practice and Employment Regulations in Nigeria” by Michael Imoudu National Institute for Labour Studies (MINILS), held at University of Ibadan, Oyo State, Nigeria. Tuesday, 3rd – Friday, 6th September, 2024.
- vii. Osun State University 3rd Registry Annual Lecture “The Role of Stakeholders in University Administration in the 21st Century: Current Trends in Synergizing the Roles of Different Stakeholders in Enhancing University Development, held at Osun State University, Osogbo on Wednesday, 28th August, 2024.
- viii. International Education Leadership Retreat, 2023: “Leadership, Management of Personal and Labour Matters in a 21st Century Education System at the World Trade Centre, Accra, Ghana, 24th -26th July, 2023.
- ix. Cutting-Edge Leadership 2022 by London Institute of Skills Development, Uk held at The University of Oxford, U.K, 7th -12th November, 2022.
- x. Workshops on “Grievance Handling and Conflict Resolution Strategies for Organizational Growth” Held at the Michael Imoudu National Institute for Labour Studies (MINILS), Ilorin, Kwara State, Nigeria. Tuesday, 2nd to Friday, 5th August, 2022.
- xi. Annual International Conference and Exhibition of the Association of University Administrators (AUA), UK: “What now Shape the Future” Thursday 7th and Friday 8th July, 2022 at the University of Manchester, Uk (Online)
- xii. Labour Conference “Attaining Workforce Harmony and Excellent Collaboration in Public and Private Organisations” held at Modotel Hotel, Enugu State, Wednesday, 14th - Friday, 16th April, 2021.
- xiii. 2nd Workshop on “Unveiling the Guru: Understanding and Overcoming The Challenges of International Business by Kwara State University, Centre for International Education” Thursday, 15th July, 2021.
- xiv. Association of Nigerian University Professional Administrators (ANUPA), Osun State University, Osogbo; Training Programme on " The Place of ICT in 21st Century University Administration: Applicability and Practicability” Wednesday, October 17, 2018.
- xv. Association of Commonwealth Universities (ACU) Course in University Administrative Practice organized in conjunction with Staff and Educational Development Association (SEDA) and West Africa Research and Innovation Management Association (WARIMA) held at the University of Ibadan between August 14 and Friday, 18, August 2017.

- xvi. Annual National Workshop of the Association of Nigeria University Professional Administrators (ANUPA) on held at the National Institute for Policy and Strategic Studies, Kuru, Jos from 24th to 27th July, 2016.
- xvii. Maiden Edition of Elizade University Annual Registry Lecturer on University Administration in an Emerging Democracy - Monday, 12th June, 2016.
- xviii. In-House Training Course on "Fire prevention, Safety and Management" For Staff and Officers of Osun State University - June, 2016.
- xix. Workshop on Fundamentals of Office Administration for Effective Leadership organized by The Administrative Staff College of Nigeria, (ASCON) Topo, Badagry between 7th and 11th December, 2015.
- xx. Seventh Pan Commonwealth Forum on Open Learning (PCF7), "Open Learning for Development Towards Empowerment and Transformation at the "International Conference Centre, Abuja, Nigeria, 2-6/12/13.
- xxi. National Conference of the Association of Nigerian University Professional Administrators (ANUPA) on Emerging Issues and Global Best Practices in University Administration at University of Ibadan, 24-27/11/13.
- xxii. 4th Annual International Conference of the Institute for Benchmarking and Best Practices (Corporate Training Academy) on Talent and Career Development in DWTC, Dubai, 1-2/10/13.
- xxiii. Sensitization Workshop for Administrators, Osun State University, 13/09/13.
- xxiv. Workshop on Strategic Skills for Handling New issues, Challenges and Innovations: Centre for Advanced Secretarial and Administrative Studies, Lagos, 26/04/13.
- xxv. Workshop on Advanced Digital Appreciation Programme for Tertiary Institution (ADAPTI) organized by Digital Bridge Institute, International Centre for Communication Studies, 20-24/02/12.
- 22. Mandatory Continuous Professional Education, Institute of Public Management, Nigeria, 9/07/2011
- 23. Seminar on Assets Declaration by Public Officers/Mission and Vision of UNIOSUN / Organisational Structure of University System (Osun State University)/ Learning Management System (LMS), UNIOSUN Practical Approach, 30/04/10.
- 24. Workshop on Administrative Essentials in Students – Management Relationships for Departmental Associations' Executive Members, 03/09/09.
- 25. 2nd National Stakeholders Workshop on the Eradication of Campus Cultism, University of Ibadan 9-12/03/09.

26. Capacity Building on 'The Role of College Secretary in College Administration, Osun State University - 25/07/08.
27. Capacity Building on 'Cooperative and Problem Based Learning' Osun State University, 27/06/08.
28. Capacity Building on 'Mentors, Mentees and Mentoring; Osun State University, 30/05/08.
29. Capacity Building on 'The Relevance of Due Process and Administrative Procedure in the University Administration' Osun State University, 30/05/08.
30. Capacity Building on 'The Role of an Administrator in Committee System of Administration; Osun State University, 02/05/08.
31. Capacity building on 'Administrative Ethics'; Osun State University, 24/05/08

K EXTRA CURRICULAR ACTIVITIES:

Traveling, Dancing and Singing

L. ANY OTHER RELEVANT INFORMATION.

- i. I am a pioneer staff of the University and I have served in various capacities and units of the University. I served as the College Secretary of Management and Social Sciences with two Faculties under the College and presently the College Secretary College of Law.
- ii. Awarded Certificate of Honour for roles played in the training and preparation of Osun State University Athletes for the 23rd Nigeria University Games (NUGA) held at the University of Benin between 16th March and 27th March, 2011.

M. SUMMARY OF CONTRIBUTION TO KNOWLEDGE.

With my experiences in various units of the University that I have worked, I have been able to impact positively on the overall progress of the University.

I was once involved in the policy write – up on Open and Distance Learning for the Centre for Human Resource Development and Lifelong Learning, Part-time Programme, IJMB Programme, Proposed Cambridge Advanced Learning Programme and JUPEB Programme.

As the Secretary to the University Inter-Collegiate Debate and Essay Competitions for many years, my outputs in the planning and organizations of the programme were memorable and yielded results judging from the available record of performances of our students in various national and international competitions they had participated in.

John Olusegun ADEBAYO

Signature

